

Faculty Senate Meeting held in UC-260 and via MS Teams

Monday, November 28, 2022; Started at 11:00am ET.

Senators in attendance: Eric Bridges (Chair), Larry Menter (Vice Chair), Kendolyn Smith, Sharon White, Rebecca Morgan, Erin Nagel, Adam Kubik, Dennis Miller, Shakil Akhtar, Samuel Maddox, Ken Nguyen, Deborah Gritzmacher, Kate Cotter-Reilly, Stacey Reynolds, Anthony Hannah, and David Plaxco.

Non-Senators in attendance: Kerry Heyward (Interim President), Jill Lane (Interim VP/Provost), Antoinette Miller, Keith Miller, Stephen Burnett, Paul Melvin, Mario Norman, Craig Hill, Karen Young, Feechi Hall, Kevin Demmitt, Reza Kheirandish, Christie Burton, Rosann O'Neill, Erica Dotson, Shannon Cochran, Alexander Hall, Michelle Nelson, Naquilla Thomas, Antoinette France-Harris, Jeff Jacobs, Leon Prieto, Eckart Werther, Nichelle Gause, Bridgette McDonald, Sheryne Southard, Michael Sitvarin, Shuju Bai, Sonya Gaither, Francine Norflus, Romesa Davis, Scott Stegall, Joie Hain, Kimberly Johnson, Pinar Gurkas, Chizara Jones, Dmitriy Beznosko, Khamis Bilbeisi, Everod Davis, Arianne Adams, Keira Davis, Deborah Davis, Nasser Momayezi, Md Rokonuzzaman, Victoria Foster, Elicia Collins, Andrea Jacques, and Brian Goldman.

1. Remarks and Q&A from Interim President Kerry Heyward
 - a. Not gone through the dismissals for tenure. Cuts to faculty and staff have to be approved by BoR.
 - i. Discussion - Composition of committees left to colleges
 - ii. Spring enrollment going down – will need to do the process all over again. Nagging students to reenroll. Numbers show 1,000 down to date.
 - iii. Jill says students to be called by Deans and Cabinet
 - iv. Marketing? Digital campaigns going out.
 - v. AJC article about CSU large drop – Can we do counter marketing? We had the greatest decline. Targeted marketing.
 - vi. Work on engagement too.
2. Remarks and Q & A from Interim Vice President of Academic Affairs and Provost Dr. Lane
 - a. Composition of committees left to colleges.
 - b. Commencement Ceremonies on Friday are full, some spots on Saturday morning, more in the afternoon.
3. Parking fee increase - discussion and Q&A, Chief of Police John Keener
 - a. He may not be in the Teams. Get him at December 12th meeting.
4. Discussion of CSU AAUP letter demanding greater administration transparency, Dr. Kathryn Pratt Russell-President of the CSU chapter of AAUP
 - a. Long term faculty member.
 - b. Ask Senate to request administration for transparency on this process.

- i. Discussion: Faculty input in this process. Faculty perfunctory involvement in Strategic Alignment and decision making. Need consistency. No guidelines.
- ii. Shared Governance? No transparency
- iii. Keith Miller – Task force from CoB had mixed faculty and staff involved. Maximum ability to maintain student services and minimize impact. Other colleges? Not intentional – talk to your peers – Maybe other schools. The only thing wasn't conveyed was individual names. Needs to go through process. If told people ahead of time too much anguish. Survey faculty on summer pay cut to save a job, for instance. As we move forward use admin – some admins are faculty members. Dept chairs are faculty members.
- iv. Kathryn – Tenured faculty are not being threatened with losing their jobs.
- v. Celeste – as leader you are assigned. Frustrating to hear it wasn't each person. Denying responsibility. Process should be standard that was done at CoB. Can't absolve admin just because they are faculty too. Still have the power. Keith – followed the process as given by the provost. Dr. Lane says at some point we have to be realistic. Trying to save as many people as possible. Some programs have declined. Focus on communication and transparency. Not a lack of trust. All are stressed out. Dr. Momayezi has gone to every department. He is coming over to answer every question.
- vi. Kathryn – trust me – This fall Dean went around but said lecturers and senior lecturers and tenure track folks. Why was one tenure track employee non-removed?
- vii. Jill – Budget cuts, process for non-renewal BOR policy, Lecturers nontenure track 3rd year or more contract – August 1, 2nd – November 1st – 6 or more 180 days – Jan or Feb. Board policy dates. Standard practice. Current bylaws do not allow discussion of individual people.
- viii. Kathryn - No reasons have been given for non-renewal. That person got reasons through open records request, and they did not get info per policy.
- ix. CSU HR is no reason necessary – non-renewal. Letter of policy has been followed.
- x. Sam – Faculty morale? What reason when asked for new job – why have you not been renewed?
- xi. President – this is our practice and our policy – Not discussing individual person.
- xii. Has that faculty member reached out to AAUP to convene panel? Been discussed.
- xiii. Nasser – yes, there were guidelines given by Provost and BOR. How to have least effect on programs. Why should we hide anything?
- xiv. Eric - What strategy should be used? What is the CoAS do to make us more resilient? Discussion of future cuts? Nasser – no info yet. Met for

a whole month. Submitted to Provost but can't share Academic Alignment plan Jill --can be shared. Work on enrollment. Will face more cuts if not! Is it marketing? Recruiting? Staffing. All got to work on more enrollment.

- xv. Sam – We work very hard with recruitment event – told last minute that graduate staff cut. Spring budget cuts will happen. It's perception.
- xvi. What is the next budget cut? Do not know.
- xvii. Why did graduate admissions get restructured?
- xviii. We will make assumptions no matter what.
- xix. Jill – Formula funding – some buckets count more – enrollment and graduate programs. So, enrollment down makes it worse. One Graduate faculty is saying we'd rather do the recruitment because we know the program best instead of a body sitting there handing out brochures.
- xx. Eric – Thanks for AAUP and their letter. Have AAUP input at meetings
- xxi. Macro level – get more \$? Pres. Yes – looking at other opportunities. Stuck with formula funding. Grant funding, etc.
- xxii. Celeste - Want to be informed of the decisions.
- xxiii. Antoinette – AAUP report to FAC instead of Fac Senate?
- xxiv. Nasser appreciates our involvement – Improve recruitment.
- xxv. Need external and internal collaboration.

5. Sub- committee reports

- a. Faculty Affairs Committee- Dr. Michael Sitvarin
 - a. FAC continued revision of SEI, one more meeting on 12/12 to finalize and then go through approvals.
- b. Academic Policy Committee- Dr. Antoinette France Harris
 - a. Had meeting last week and continue to work on online classes standards. Had CELT involvement and look at other colleges and e-core, CoB. Come up with 1st draft.
- c. University Curriculum Committee- Dr. Dmitriy Beznosko – Nothing to report.
- d. Student Affairs Committee- Drs. Deckner-Davis & Maddox
 - a. Met on Thursday, 11/17, analyzing data from focus groups and work on survey. Issues affecting student success
 - b. CARE Committee- Drs. Dennis Miller & Celeste Walley-Jean
 - i. Dec 7th 1:00 for next meeting.

6. Old Business

7. Adjourn - Meeting adjourned at 12:33pm

Minutes Submitted by Larry Menter (proxy for Ann Showalter)