

Clayton State University – [Faculty Senate Agenda](#)

Monday March 11, 2013 (11:00 am-12:15 pm)

University Center Board Room UC260

- ✓ **Called to Order: 11:01am**
- ✓ **Members Present:** Scott Butterfield, Jennell Charles, Qiu Fang, Randall Gooden, Jim Keebler, Kathryn Kemp, John Mascaritolo, Barbara Musolf, Erin Nagel, Ken Nguyen, Terri Summers, J. Celeste Walley-Jean, Ximena Zornosa
- ✓ **Non-Members Present:** Lisa Eichelberger, Tim Hynes, Robert Vaughn
- ✓ **Approval of Minutes**
 - Minutes from the February 25th meeting were approved.
- ✓ **President's Report**
 - Dr. Hynes reported that his administrative assistant, Ms. Valerie Lancaster, will be contacting the Provost Office and Dr. Keebler to identify a date for the spring Faculty Meeting. Dr. Hynes directed the Senate to his written [note](#) for detailed information and provided highlights during the meeting. He reported that the institution made its budget presentation to the System Board Staff on March 7th and that he intends to have a campus meeting to discuss the budget. He optimistically offered that there will likely be some dollars but it will be modest at best. Dr. Hynes also announced that some faculty may receive a survey asking their opinion of the institution for the Best Colleges and Universities in America. Dr. Hynes indicated that whether we “make the cut” or not, the reason why we participate in the survey is because it provides data about our strengths and weaknesses that we can use to discuss and address as an institution.
 - Dr. Hynes revisited the issue of guns on campus. He noted that not everyone is in favor of having guns on campus and, in his written report he provided a link to a commentary that he described provides a balanced discussion on whether this issue will or won't pass in the State Legislature. He also related that there is a constant discussion of “bending the higher education cost curve” among those in the American Council of Education (ACE). He voiced that this issue merits some discussion at our institution.
 - Dr. Keebler voiced appreciation to Dr. Hynes for setting up the spring faculty meeting and indicated that he plans to bring forward additional small changes to P&T as well as hopefully presenting a Senate-approved implementation timeline. He reported that following his discussions with chairs, they have voiced that they would like at least a year to develop new standards. Dr. Hynes urged that the faculty move as quickly as possible in consultation with Provost Office to make the timeline clear.
- ✓ **Provost's Report**
 - There was no report.
- ✓ **Returning Business**
- ✓ Discussion of revised P&T section of Faculty Handbook

- Dr. Keebler notified the Senate that there are additional changes to approve before the all-faculty Spring Meeting. He stated that he would put together all the suggestions and email them to Senate for review that we can discuss/approve at the next meeting. He also reminded the Senate that we need to deal with changes on the wording of electronic voting.
- ✓ Implementation timeline
 - The Senate discussed the development of the implementation timeline for the new P&T standards. It was stated that current faculty could be grandfathered to current standards through their current promotion/tenure. Dr. Keebler indicated that the new standards developed by departments and approved by colleges would apply for all new hires; however, a question of whether the application of the new standards for new hires would occur for January hires or August hires. Dr. Keebler voiced that the ideal is to begin implementation January 2014, assuming departments will be ready with their new standards. He also proposed that there could be a phased implementation. Dr. Musolf inquired whether departments/colleges could adopt standards early while Dr. Gooden asked whether a phased implementation would complicate things if a decision has to go to appeal at the university level. Dr. Keebler added that his personal concern is how long it will take colleges to approve new departmental standards.
 - Dr. Zornosa asked if grandfathering will apply for any current faculty member. The answer was yes. Dr. Hynes reiterated that the Senate has an opportunity to provide a service for the faculty by “making this real.” He voiced that it would be useful for the Senate to craft a document that shows the current standards and what the changes will be. Dr. Keebler agreed that a document would be useful.
 - Dr. Vaughn urged that regardless of the implementation timeline, it is imperative that the Senate clarify that at some point everyone needs to be on the same clock. He added that the Senate needs to look at possibly having a specific time frame for being grandfathered (e.g., if you are in the fourth year of a five-year cycle, then grandfathered). Dr. Kemp asked if anyone knows of anyone that would suffer if they are forced to change from old standards to new standards. Dr. Hynes responded that we all panic a little when it comes to change. He stated that the reality is that regardless of the system, there will be some who will not pass and that there is no personnel policy that will affect people who aren’t doing what they’re supposed to and no policy that will hurt people who are. He insisted that the faster we get to implementation and share with faculty an outline, the better. Dr. Gooden asked if whether we could leave it up to departments the degree to which they grandfather. Dr. Keebler stated that we don’t want to keep two sets of books for five years. He asserted that he will work up a document to send to Senate for feedback.
 - Dr. Musolf suggested if a survey of department chairs would be useful. Dr. Walley-Jean further inquired if it would be more efficient to have them respond to a proposed plan. Dr. Keebler stated that his goal is to have something before the all-faculty meeting. Dr. Hynes reminded the Senate that once we finally got enough people to log on to vote, the changes to P&T passed overwhelmingly. He affirmed that there is no need for Senate to have trepidation about moving forward. He also declared that

it would be helpful to our colleagues to have a definitive plan to move forward.

✓ **New Business**

- April 8th meeting conflicts with Honors Convocation.
 - Senators agreed to start at 11 and end by 11:45 rather than move meeting.

✓ **Updates from Subcommittees**

- Academic Policy Committee
 - No report
 - Faculty Affairs Committee (Dr. Musolf)
 - The committee has been working on recycling and recruiting people to coordinate recycling for buildings. The committee has also been asked to look at the policy on working outside of Clayton State and to do when a job comes up quickly and the faculty member doesn't have time to get approval. Dr. Hynes inquired that given the fact that the language of the USG policy is that an institution must certify that faculty member's outside work doesn't take away from their current job, what circumstance could arise that a faculty member couldn't get this approved in a regular workday. Dr. Musolf agreed that maybe this issue is something that needs to be addressed on an individual level. Dr. Musolf also reported that the committee received a request from a part-timer to allow for more involvement in the university community. She reported that the committee is looking at possibly developing an online forum or something where part time faculty can connect with full time faculty. Finally, the issue of faculty evaluations is ongoing. The committee has been waiting to see if the current proposal was going to pass and then planned to look at having a very general SPA given that departments will have very different standards. She stated that committee didn't want to do anything until all things are settled. One issue that the committee is discussing addresses a sliding scale because sometimes individuals don't have lots of effort in varying areas (e.g., lecturers don't do as much research, chairs/coordinators don't do as much teaching).
 - Graduate Affairs Committee
 - Meeting today and will discuss continuing revision of bylaws and catalog
 - Student Affairs Committee
 - Meeting Wednesday, March 13th
 - Undergraduate Curriculum Committee
 - Met by email and addressed issue of converting codes for some existing VPA courses to be offered in hybrid or online formats.
 - Will meet Friday
- ✓ Dr. Keebler reminded Senators that anytime committees approve something, the Senate has to approve it too for SACS.
- ✓ **Suggestions for New Business at next meeting**
- Update on QEP (Dr. Antoinette Miller)

Adjourned 11:47am