

Faculty Senate Meeting Minutes
September 11, 2023
University Center 260 and Microsoft Teams

Attendees: Adam Kubik, Adam Tate, Ade Thompson, Adel Novin, Alexander Hall, Allie Reece, Aloysius Amin, Amber Bradberry, Amirrah Beeks, Amy Black, Andrea Jacques, Angela Hollis, Anna King, Anthony Hannah, Anthony Stinson, Antoinette France-Harris, Antoinette Miller, Antwan Aiken, Arianne Adams, Ashlee Spearman, Ashley Washington, Augustine Ayuk, Barbara Hennie, Bennet Nworie, Billie May, Brandi Werther, Brenda Carr, Brian Goldman, Brianna Vick, Bridgette McDonald, Brigitte Byrd, Byron Jeff, Carol White, Carolyn Walcott, Cassandra Parker, Ceimone Henderson, Charles Henderson, Charlie Harris, Chen-Miao Lin, Chizara Jones, Christie Burton, Christina Grange, Christopher Stotelmy, Comfort Obi, Connor Wright, Craig Hill, Crystal Marchant, David Gilbert, David Greenebaum, David Pena, David Plaxco, David Williams, Deborah Davis, Denise Allen, Dennis Attick, Derrick Vanmeter, 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, Eric Bridges, Eric McBeth, Erica Dotson, Erica Gannon, Erin Nagel, Eveyln Blanch-Payne, Everett Sullivan, Everod Davis, Feechi Hall, Francine Norflus, Frederick Bloom, George Nakos, Hae Ryong Chung, Hannah Vaughan Jada Mitchell Jamal El-Amin, James Pete, Jeff Jacobs, Jelinda Spotorno, Jennifer Harris, Jere Boudell, Jesse Zinn, Jessica Conrad, Jillian Morgan, Joe Johnson, Joey Helton, John Meyers, John Phelps, Jonathan Harris, Joshua Meddaugh, Justin Spurly, Kamran Moghaddam, Kate Cotter-Reilly, Keira Davis, Keith Driscoll, Keith Miller, Kelli Nipper, Ken Nguyen, Kenja McCray, Kevin Demmit, Kimberley Campbell, Kimberly Campbell, Kirill Sheynerman, Kitty Deering, Kristina Graves, LaKeisha Levy, LaSonia Espino, Larry Menter, Latasha Adams, Latoya Devezin, Leah Pieper, Lila Roberts, Linda Hain, Lou Orchard, Louisa Catalano, Marcia Bouyea-Hamlet, Marcia Butler, Margaret Thompson, Mario Norman, Mark Watson, Marko Maunula, Marla Cineas, Marvet Wint, Mary Lamb, Matthew Boedy, Matthew Carter, Matthew Cornick, Matthew Sansbury, Matthew Smith, Matthieu Clave, MD Rokonuzzaman, Melanie Poudevigne, Michael Dalmat, Michael Lindsay, Michelle Furlong, Michelle Nelson, Monay Sanders, Muhannad Rahman, Naquilla Thomas, Narem Reddy, Masser Momayezi, Nayab Hakim, Nichelle Gause, Pamela Gordon, Patricia Smith, Patrick Coleman, Paul Melvin, Penelope Cliff, Pinar Gurkas, Rebecca Gmeiner, Rebecca Morgan, Reginald Porter, Richard Bell, Robert Vaughan, Romesa Davis, Ronda Hughes-Oguagha, Rosann O'Neill, Ruth Caillouet, Salvatore Lucido, Samuel Maddox, Sandra Pisen, Sanjay Lal, Sara Harwood, Shannon Cochran, Shannon Montgomery, Sharon White, Sharrell Porter, Sheryne Southard, Shontelle Thrash, Shuju Bai, Stacey Houghton, Stacey Reynolds, Stephanie Bennett-Walker, Steven Anderson, Tamika Bough-Allen, Taralyn Keese, Tashira Jones, Terence Malloy, Terry Appleberry, Todd Janke, Tuní Acosta, Ursula Gordon, Victor Foster, William Hill, Xueya Cheng, Pinar Gunkas, Deborah Deckner-Davis, Sherry Southard, J. Celeste Walley-Jean, Royal Baxter, Michael Lindsay, Karen Young, Caitlin Mullins, Georj Lewis, Kimberly McLeod, and Cephas Archie

1. **Approval of minutes from August 28, 2023, meeting—Moved to next meeting.**
2. **Introduction of Senators**

3. Remarks and Q & A from President Dr. Georj Lewis

The President liked getting the senators to introduce themselves. Today is 9/11, please remember. From the USG board meeting last Friday there were 3 notable things: degrees have increased by 1% last year. This highlights enrollment gap based on where we started last fall. Items will be up for vote at the board level. Hints that enrollment is up across the system, but official numbers will be released in October. We're all bouncing back it seems. We still have not received budget instructions for FY25. So, nothing has changed there. We do need to be aware of what our enrollment and everything was and how that affects our state appropriations. We're at 5,787 right now. The goal is still 6,000. We are anticipating more growth with the Next Wave. If we keep up the work we will get our numbers up from last year. Good news part: Collaborative Opera Kids first film festival & Wall street journal ranked best colleges to have a college experience at 14th CSU.

4. Remarks and Q & A from Provost & Vice President of Academic Affairs, Dr. Kimberly McLeod

On behalf of Academic Affairs the number one goal is enrollment to strengthen our finances. We have been very active over the past 2 months at high school—have given a surprise scholarship; president came to one event; going to set up a meeting with the Clayton County Public School's superintendent; still waiting to hear about supplemental funds for dual enrollment pathway to clayton state; have a PTA meeting with us later this week and other officials on Wednesday. When students get here how do they land? How do we keep them? How to increase semester credit hours—we are looking at piloting a minimester program for the spring. Also looking at academic pathways—clustering similar majors on a similar pathway so that if they change majors they won't lose as many credits. This language is already all over USG and we need to strengthen how we do that here. New core curriculum officially being accepted in October with a soft acceptance here in spring. Hard integration in the fall 2024. We have to have a meeting and look at the impact, so that we have a schedule to submit to the registrar. We want to walk away from the meeting this Thursday with a plan and a package to start marketing ASAP. We are moving to strengthen our STEM identity from public schools as well as industry. And we are also working with QEP to strengthen what this QEP narrative looks like and what CSU 1000 looks like and what it needs to look like. Mary Lamb has submitted the SACS accreditation stuff. Along with Justin Mays and a consultant have taken care of it. Sacs now needs to review that and then if they need more details we will create more detailed reports as needed. The official SACA visit is in April—we are preping now. We have to look at our academic programing and whether or not they are relevant to the community. An exploratory team is looking at this and the Provost has been allowed to turn in something now since she was not here in May/June. How can we create career plans for dual degrees and/or dual majors? We have a new dashboard to look at data—with metrics training sponsored by USG. Here at Clayton State 4 year graduation right now is 17%; but we want that to go up a lot! Revamping how we communicate to our internal and external stakeholders. Dr. Walley-Jean is in a new position and is working on a new newsletter to get out by 10/1. We're

doing ok bringing students in, but we are already seeing issues keeping them. How do we maintain them, support them, etc.? Creating a strong retention model for freshman and sophomore students is key. Safeguards and guardrails around freshman and sophomore students need to be created and maintained. International relationships—we need to strengthen our relationship as a university with strong international ties. We are looking at China, Liberia, South Korea, and a Spanish/South American country. All hands are on deck to make that happen.

Are minimesters different than short sessions that already exist? We will keep these, but then we will add extra options—like courses during spring break, etc.

What is the plan for the pathways? They will be developed in October and officially launch them no later than Fall 2024. And the whole point is to prevent the loss of credits for students who change majors.

How do we make sure the students are vetted for success in these minimesters? Next Wave students requesting classes that can't be added. How do we support professional development in a modality that strengthens their learning? Faculty needs to be prepared to communicate with students so that they know what's going on. Requested classes are not core—more they are more junior and senior level. What would that look like and how do we build academic success within that framework? Enrollment numbers do not include Next Wave numbers yet.

Has faculty compensation for increased/load adjustment for those teaching the new minimester courses been considered? Have not had those detailed discussions yet.

We're in the exploratory phase still. We started this conversation maybe 2 weeks ago and those discussions focused on the infrastructure—calendar, registrar, etc.

Noninfrastructure meetings have been open to faculty senate and faculty senate is more than welcome to attend.

HS are really upset that colleges are stealing away students from AP classes. If one school can nip that in the bud, that would be great.

We tried minimester before and it didn't work—why will it work now? A fundamental difference is taking consideration into adding the minimesters into the semester in a thoughtful flow. So, it's not just overlaying a regular semester.

→Meeting being recorded. It'll be recorded today and then a survey will come out later to see if everyone is ok with meetings being recorded. The chair said he appreciated the meetings being recorded last year given the situation we were in.

5. Presentation from Dr. Matt Boedy, Georgia AAUP Chapter President

Professor at University of North Georgia. Covering the results of the 2023 Faculty in The South Survey. They did this survey because the south was being affected by changes in tenure and DEI. Where are faculty looking to move to, if at all based on these things? GA, TX, FL, NC were included in the survey. He is happy to share the full data set if requested. USG fall faculty meeting will discuss these findings. USG remains under AAUP censure due to its tenure policy.

What suggestions would you give faculty to get GA off the censure list—get provost and

president to update the USG policy to get us off a censure list. Right to a final hearing in GA has not been a thing since April 2021.

→Approval to run meeting until 1pm today since we have a heavy agenda today.

6. Presentation by Kaitlin Mullins- Disability Services

They are here trying to do and update/refresh on things. Also, part of JED committee and wanted to remind faculty that they are sponsoring QPR and mental health training. Disability services—students who get accommodations are vetted through their office and they make sure that the accommodations are in line with laws and appropriate for that students.

Students can register with the office at any point during the semester, so letters might come to you later in the semester

Please use NEW syllabus item, not the old one (handouts were available and the new language is readily available from them).

If students tell you about a disability, please refer them to this office and recommend to students that they register.

Accommodation letters will be emailed from the individual student and whether you reply or not you have officially been notified—the letter no longer needs to be signed by faculty. If you ever have issues or questions with an accommodation or how it would work with your class, please contact them so things can be figured out.

Once you receive an accommodation you have to remember to extend time for tests or quizzes. The student is not required to remind you each time.

Once a student registers to take an exam (paper or online), you will receive a form—fill it out ASAP so that we can get everything in order. Students testing through this office will not be double proctored if Lock Down Browser is being used.

They will reach out if there are any technical issues—please be prepared to help.

Students are told that if they are late to the office they lose that time. If a student is 20 minutes late or more, the office will reach out to get approval for the student to still take the test. Students should have permission to take exam at the same time and day as the class.

Accommodations are NOT retroactive.

Accommodations can change during the semester, and if that happens a new letter will be sent to faculty.

Accommodation can be entered in D2L in a way that it applies to the exam/quiz.

Regardless of the platform—extended time should be available/usable in other platforms besides D2L.

There are 2 main accommodations usually in place for students with chronic health conditions—flexibility with attendance and flexibility with due dates. This office will contact faculty directly if this is the case to come up with a plan for the student.

The student would need to request an assignment extension if they cannot complete on time due to a flare up of their condition. If you are not sure about giving extension—contact the office. If it becomes a regular thing however, alert office because they need to know what's going on with that student. This should only be a once in a while thing.

They have the ability to refer students to testing for a diagnosis. There is a cost associated with it but it is cheaper than a private evaluation.

Captioning—deaf/hard of hearing students need captioning. The office will usually reach out early to faculty for this because captioning can get take time to get done. All faculty should use captioning when making videos regardless of whether they are required or not—this is a best practice for universal design.

Universal design—what’s useful for people with disabilities is often useful to all. Give students the option to record their classes. Giving students access to class lecture notes and/or power points can also be helpful for them.

CELT works with this office and faculty can work with CELT to see if their class has any gaps in universal design that can be addressed.

Automatic captioning sucks, but videos can be sent out and edited so that they are accurate. Try to keep up with this as you create videos so that it’s just something that’s done overtime and not all at once so that it’s not a daunting task.

We are here as a resource. Please contact us. Only provide accommodations listed on the letter, unless you would provide it for any student.

Please be aware of the disabilities that you cannot see and the language that you use in class.

Even if a student is off site for internship/practicum, they need these accommodations so still work with the office to make sure we get those.

7. SACSCOC Update- Dr. Mary Lamb, Chair of the Department of English and SACSCOC Reaffirmation Co-Chair.

News already announced by Provost. Mary had to run to a meeting with a student.

Provost wanted to introduce: Dr. Archie is strengthening our external footprint. Wanted to allow him to introduce himself. To create sustainable long term relationships with the community at large.

8. Updates (as needed) from faculty senate standing sub-committees.

a. Academic Policy Committee

Dr. France-Harris--Met last Wednesday and had about half of the members there. Discussed possible topics for this year, calendar and faculty and advising. Still in need of a chair. Will have some faculty staff trainings this week with Huron.

b. Faculty Affairs Committee

Haven’t met yet. Eric received communications and created these 2 ad hoc committees. Need representatives for both.

i. Ad Hoc Executive Committee

ii. Ad Hoc Bylaws Review Committee

c. Student Affairs Committee

Will meet on the third Monday. Plan to definitely continue the work they had

started last year concerning student surveys, student success, etc. and open up for new initiatives.

Is there an Ex-officio opportunity for VP of student affairs on this committee?

d. **University Curriculum Committee**

Haven't met yet, planning to meet on the 22nd.

With all the new leadership is there a list of all the ex-officio's for all of the committees?

9. Adjourn—12:46pm