

**Faculty Senate Meeting Minutse**  
**Monday, September 25, 2023**  
**University Center 260 and Microsoft Teams**  
**11:15am to 1pm**

**Attendance:** Joseph Echols, Eckart Werther, Pinar Gunkas, Charlie Harris, Deborah Deckner-Davis, Erin Nagel, J. Celeste Walley-Jean, Michael Lindsay, Samuel Maddox, Georj Lewis, Kimberly McLeod, Kate Cotter-Reilly, Eric Bridges, Adam Tate, Ade Thompson, Alexander Hall, Allie Reece, Aloysius Amin, Amber Bradberry, Amirrah Beeks, Amy Black, Andrea Jacques, Angela Hollis, Anna King, Anthony Hannah, Anthony Stinson, Antoinette Miller, Antwan Aiken, Arianne Adams, Ashlee Spearman, Augustine Ayuk, Barbara Hennie, Bennett Nworie, Billie May, Brandi Werther, Brian Goldman, Brianna Vick, Bridgette McDonald, Brigitte Byrd, Byron Jeff, Carol White, Carolyn Walcott, Cassandra Parker, Ceimone Henderson-Strickland, Charles Henderson, Charlie Harris, Chen-Miao Lin, Chizara Jones, Christina Grange, Christopher Stotelmyer, 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, Dwayne Hooks, Ebrahim Khosravi, Eckart Werther, Elicia Collins, Elizabeth Taylor, Elizabeth Tillman, Elliot Krop, Elnora Farmer, Emanuel Abston, Emily Surber, Eric McBeth, Erica Dotson, Erica Gannon, Erin Nagel, Evelyn Blanch-Payne, Everett Sullivan, Everod Davis, Feechi Hall, Frederick Bloom, George Nakos, Hae Ryong Chung, Hannah Vaughan, Jacob Chacko, Jamal El-Amin, Jeff Jacobs, Jelinda Spotorno, Jennifer Harris, Jere Boudell, Jesse Zinn, Jessica Conrad, Jillian Morgan, Joe Johnson, Joey Helton, John Meyers, John Phelps, Jonathan Harris, Justin Spurley, Kamran Moghaddam, Keira Davis, Keith Driscoll, Keith Miller, Kelli Nipper, Ken Nguyen, Kenja McCray, Kevin Demmit, Khamis Bilbeisi, Kimberley Campbell, Kimberly Campbell, Kimberly Johnson, Kirill Sheynerman, Kitty Deering, Kristina Graves, LaKeisha Levy, LaSonia Espino, Latasha Adams, Latoya Devezin, Lila Roberts, Linda (Joie) Hain, Lou Orchard, Louisa Catalano, Marcia Bouyea-Hamlet, Maricia Butler, Margaret Thompson, Mario Norman, Marko Maunula, Marla Cineas, Marvet Wint, Mary Lamb, Matthew Carter, Matther Cornick, Matthew Sansbury, Matthew Smith, Matthieu Clave, Md Rokonzaman, Melanie Poudevigne, Mesa Davis, Michal Dalmat, Michael Lindsay, Michelle Furlong, Monay Sanders, Muhammad Rahman, Naquilla Thomas, Narem Reddy, Nasser Momayezi, Nayab Hakim, Nichelle Gause, Pamela Gordon, Patricia Smith, Patrick Coleman, Paul Melvin, Penelope Cliff, Pinar Gurkas, Rebecca Gmeiner, Rebecca Morgan, Reginald Porter, Reza Kheirandish, Richard Bell, Robert Vaughan, Ronda Houghes-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 Baugh-Allen, Taralyn Keese, Tashira Jones, Terence Malloy, Terri Summers, Terry Appleberry, Todd Janke, Tuni Acosta, Ursula Gordon, Victoria, Foster, William Hill, and Xueyu Cheng

**1. Introduction of senators—on Teams and then in-person.**

## **2. Approval of minutes—May 8, 2023 and August 28, 2023—Approved**

### **3. Remarks and Q & A, Dr. Georj Lewis, President of Clayton State University**

From USG--\$1,000,000 for FY25 requested to renovate the Harry S. Downs building. There are several more steps before approval. No news specific to our reduction still—the longer we don't get news the less time we have to plan—so planning needs to start now. We need to be discussing items so things aren't a surprise. We are going to go through a relatively thorough process reviewing some things that aren't scheduled to be reviewed yet, but it's important to look at them at some point. An example of that is film revenue—the way in which the revenue is handled will be reviewed. As well as, indirect costs, looking at distributions of grants etc. Also, additional and supplemental pay across the board—faculty, staff, and administration—there's a lot of supplemental pay that is adding up and we will review how that adds up. We are also looking at the work week—soon you will receive a survey asking about the work week and business hours. This might create some savings depending on the changes and depending on the outcome of the survey—hours of operation for the food services. Sometimes they are closed when students are here. What can we do as a campus to help? We're doing a salary study. HR is reaching out and looking into it. Some of these initiatives are moving faster than others and some we need to get done quicker than others. There are no opinions yet, but these are discussions that are happening and being explored.

Enrollment is at 5,805 students and we're really pushing Second Waves to get to the 6,000 mark. Good news—both men's and women's soccer won on Saturday. This is the best beginning since 2018. The men's team are top 16 right now. Cross country won their first meet since 2017. Spivey season opened Sunday with a pianist and was very well attended. There's a documentary about Spivey being filmed at the moment. Students are required to get a 7-day meal plan for freshman in Laker Hall that might be financially prohibitive—all of that will be discussed (although that kind of situation is normal in most universities). Some decisions are difficult to make—on this holiday weekend the dining hall is closed Friday night through Tuesday. The housing director is trying to provide something for students, but is there a better way for us to manage this situation? Costs are always involved but we need to keep the people in mind.

No news is good news? With the budget—hopefully, but we think there will be some consequences due to our credit hours in school year 2022-2023. Hopefully the delay means it's not as much as we think it might be. But we won't really know until April how this affects us. The budget is the plan, but we still don't know what to plan for. We've been told that there are still some things working.

Maybe add to grant discussion—a few years ago a CIMS student got a \$1500 grant for a group working in a competition, but procedures stopped her from being able to use that money and that money ended up being redirected to projects/things for future students. This might be a deterrent to students applying for grants in the future. Can this be addressed to not repeat in the future?

On examining contracts for dining—are we going to look at our contract with Barnes & Noble and their markups? Yes, people have brought this to his attention, and this will be reviewed. There are several items that will be reviewed—and this list was not a

complete list—but key players will be included in these discussions and reviews of business and operations will be looking at these. —Some markup negates what would have otherwise been a frugal course.

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

Academic affairs have started the commencement planning and we have a faculty representative but would like another faculty representative on the committee. Regie Turner and Jeff Jacobs are involved with the audit of on minors activities on campus to make sure that we are putting forth our best efforts now and moving forward. Next Wave initiative is making progress. The team met with the Association of Clayton County ministers and the Divine Faith International event was awesome and introduced the concepts of what we are trying to do. We will be going back in 2 weeks with full representation to register students for Clayton State—this is the first time this kind of collaboration had occurred—everyone knows someone who should be in college and is not. Some other area churches are going to suspend services so that they can attend this service. Schools will be participating too—all who are eligible to enroll will be registered. And concerning community engagement Dr. Archie is pulling together a more robust and intentional newsletter. It used to go out every month and used to be flyers of different events. Now we have a faculty volunteer to help make it better and we are going to add a podcast to talk about great things going on here. An exploratory committee is being created to have a triad 360 perspective to make sure our students have THE BEST experience for student success and retention and that those students have what they need to proceed from level to level—then into the work force. This will align with strategic enrollment. We had an incredible workshop with academic leaders faculty senate, and other faculty. It was so synergetic—it was the first time faculty was able to sit at the table to talk about what was going to be done for our students going forward focusing on the future and not where we have been. From that we walked away with pathways to do the best we can to stabilize majors and make sure that students don't lose credits when they change and encourage dual majors. We have 4 pathways so far. It's not approved yet, but it was a very successful meeting. We're looking at an overhaul of international relations and the MLUs process. Dr. Walley-Jean and Dr. Archie have been working on it and nothing will get to the presidents office unless it makes fiscal sense and sense for us for the future. We applied for student success and \$100,000 of PIB funds available and were awarded it—what this means is that students in Clayton and Henry County schools will get help to successfully pass tests to get into Clayton State specifically. We will also create a pipeline to those who want to be teachers who will commit to Clayton State. Those funds will prepare those students as well as those who are finishing the pipeline. Community outreach is underway—will be meeting with the chamber of commerce; already met with the ministers. We will meet will Clayton County Public Schools and be on the superintendent' committee. Department chairs council will make sure there's an open process to streamline processes. Laker Trailblazer reboot is going to reorganize and relaunch 10/20. Nursing accreditation visits this week, so we are prepaing.

Administration is preparing evaluations of chairs, dean's, and academic affairs for anyone who has been here for a year or more and will be distributed by HR. Online vs in person vs hyflex—we are looking at 60:40 (online:inperson) at the moment. We need to basically reverse this. A survey is going out to all students and will be needed to ascertain the way forward.

Online vs in person vs hyflex—we want students on campus and they want to be on campus except when life happens. What do you do when the in-person enrollment is low, but online is filling up concerning budgets, etc.--We're looking at both the quantitative and qualitative data and we're exploring the impact of hyflex which might be another option. We're currently trying to pull all of the information together to be strategic and make a decision that is best for our students/customers. We're also looking at an adjunct pool—we don't have one and that's something that we need to build to help us in the future.

Do the grant students sign a contract that they will commit to Clayton State? Yes, the details are being organized at the moment. We will have a ClaytonState event—some sort of ceremony for the student's recognizing their commitment.

Delighted to hear about the initiatives and be included in the decision making, but will the survey inquire about the time of classes? Yes, looking at the times of when we should operate—that question needs to be sent to Dr. Spearman so that we get that in the survey. Sometimes class times overlap so students can't take both classes.

Grad and undergrad survey? Not sure if being sent out to grad students, but class time issues like that are more an issue for undergrads.

Is the commitment for the grant students something that can actually happen? And administrator evaluations—in the past it's been a little troubling dealing with HR for faculty members. Will this cross pollination work? Again we haven't have our first meeting since we were notified on Friday that we got the grant—commitment to a major and an institution is what we're looking for. The verbal commitment almost shows—this way we make contact and we support the student and their family and hopefully that will be enough. The reason we chose HR for the surveys is that they have typically done this in the past and don't interact at all with academic affairs—the point was to have a 3<sup>rd</sup> party unbiased and simply collect and share the results.

Timeline for survey—faculty approved the evaluation of associate deans and deans; need that instrument and will send to HR when it is finished (next month).

Face to face vs online—some graduate programs are online only. Hopefully students will be returning to campus soon. The graduate programs were eliminated when the data was pulled since we know that many graduate programs are online only. We have some colleges that had 1 class face to face, some had a few. Many classes are online when they would benefit in person classes. Hyflex might be a solution. When we have online students in same class, same section, the online students have a significantly lower grade outcome in those situations

##### **5. Presentation from Mr. Joseph Echols, President of the Clayton State University Alumni Association**

We don't want to just talk about “our hayday” especially concerning money so there is

an affiliate group. He is the dual enrollment coordinator for 22 USG institutions, and is working with us because loves Clayton State—double Laker graduate. President, VP of student affairs and VP of advancement and strategic initiatives spoke at last meeting; most recent grads—2001 and up are the most involved. They will be starting a campaign soon to try and get earlier grads involved again—the campus has changed a lot since they were here. We need to have conversations with people that we talk to about how their donations here make a bigger impact than at UGA for example. Clayton, Henry, Fulton, DeKalb, and Fayette counties are the students that attend events. Those who live 50+ miles away/out of state unlikely to attend. What made Clayton State special to alumni—faculty, staff, friends, clubs, organizations—faculty and staff support are a HUGE thing to alumni. Campus appearance is a big thing too. Activity period—Tuesdays and Thursdays clubs would line up and be visible. That was canceled for more class time. More post class activities need to be coordinated by faculty/staff—embrace what your students enjoy and they will stick around. We need more visual branding and excitement—wear your Clayton State stuff out and about to start conversations with strangers. Support the sports teams—it means A LOT to students for them to see you there at these events. Students now when you care. Do your neighbors know where you work? Continuing academic excellence—2025 expects a 15% decline in traditional students because birth rates have dropped. Invest in dual enrollment and they will come here and bring friends. Students have choices—why you? Why us? Traditional students are looking for the experience. They are collaborating to build some scholarships and want to try to get alumni to come to homecoming by getting faculty to participate more in homecoming. Try to find companies to match donations for the Give for Dreams fundraiser. The board meets on Saturday 9-2 with hour break for lunch. If we have things for them, give them 2 weeks lead so that he can handle it. They want to help with the recruitment process where alums can get trained to go out and recruit. There's a tiktokker with half a million followers and he talks about Clayton State. Be careful with influencers, but if we can sign a contract with them/work with them and feed those people love that would be amazing.

Committee meetings were often scheduled during the activity periods so faculty couldn't get involved.

**6. Sub-committee reports, as needed.**

**a. University Curriculum Committee**

Hi everyone, as I have a class starting at noon, there is only the upcoming UCC meeting dates to share with everyone, and these are better in text anyway 😊

**i. UCC meeting dates for Fall'23-Spring'24**

1. Nov 10th
2. Tentative: January 26th
3. Feb 9th
4. March 15th and 29th
5. Tentative: April 5th
6. April 12th, 19th and 26th

- b. **Academic Policy Committee**—No report, but needs a chair.  
Stacey Reynolds offered to cochair—but still needs another cochair—Eric offered to cochair if no one steps up.  
Comment: A problem with the APC has always been carving out its niche within the University committee. It would be a great task for the current committee to clarify that.
- c. **Faculty Affairs Committee**—met, but elected a chair; going to meet in the next couple of weeks.
- d. **Student Affairs Committee**—alternate between 10am and 1pm will meet October 3rd and November 20<sup>th</sup> and going to look at previous initiatives and start looking at the data; 3<sup>rd</sup> Monday of the month.

7. **Old business, as needed**—None.

8. **Adjourn—12:42pm**