

# Clayton State University Senate Minutes

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## Faculty Senate Meeting Minutes

Date: October 06, 2025

Time Called to Order: 11:17 AM

Location: UC 260

Presiding Officer: Michael Lindsay, Chair

## Senator Attendance

### Present:

*Arts & Sciences:* Antoinette Miller, Eugene Ngezem, Michael Lindsay (Chair), Erica Gannon, David Peña

*Business:* Stacey Reynolds (Vice-Chair), Larry Menter, Anthony Hannah

*Health:* Hae Ryong "Harry" Chung, Kendolyn Smith, Crystal Marchant

*STEM:* Ken Nguyen, Caroline Sheppard, Vivian Padin-Irizarry, Steve Burnett

*Library:* Adam Kubik, Erin Nagel

### Absent:

*Business:* Kate Cotter-Reilly

*Health:* Kimberly Campbell

*STEM:* David Williams,

## General Attendance

Teams: Arianne Adams, Latonia Alexander, Dennis Attick, Shuju Bai, Jennie Bergen, Marcia Bouyea, Eric Bridges, Stephen Burnett, Brigitte Byrd, Jacob Chacko, Lindsay Chandler, Xueyu Cheng, Penelope Cliff, Elicia Collins, Mesa Davis, Deborah Deckner, Kevin Demmitt, Martha Fairley, Elnora Farmer, Antoinette France-Harris, Nichelle Gause, Nichelle Gause, Rebecca Gmeiner, Brian Goldman, Barbara Goodman, Joie Hain, Nayab Hakim, Feechi Hall, Anthony Hannah, Jonathan Harris, Laura Herndon, Kimberly Johnson, John Keener, Ebrahim Khosravi, Elliot Krop, Marcia Laurer, Michael Lindsay, Crystal Marchant, Joshua Meddaugh, Paul Melvin, Larry Menter, Keith Miller, Jada Mitchell, Erin Nagel, Ken Nguyen,

Mario Norman, Fireflies.ai Notetaker, Adel Novin, Vivian Padin-Irizarry, David Pena, Melanie Poudevigne, Board Room, Hae Ryong, Matthew Sansbury, Caroline Sheppard, Kendolyn Smith, Sheryne Southard, Ashlee Spearman, LaTrika Staples, Naquilla Thomas, Carol White, Karen Young

In-Person: Appended to minutes

Note: Names of those in Teams and attending in-person are provided in both areas

## **Agenda**

### **1. Introduction of Senators**

- Roll call of Senators; attendance noted

### **2. Approval of Minutes**

- Minutes from the September 22, 2025, meeting were reviewed and approved unanimously.

### **3. Remarks and Q&A – Dr. Georg Lewis, President**

- Campus Updates

- Dr. Lewis reported that the University System of Georgia had provided notice regarding the upcoming presidential evaluation process.
- Every USG campus will complete a survey; however, only select individuals will receive the evaluation survey.
- He reminded attendees of the Freedom of Speech policy. Time, place, and manner regulations apply to gatherings of twenty-five or more individuals.
- Students may demonstrate anywhere on campus as long as no disruption occurs; non-students must register in advance.
- No issues are anticipated; the reminder was for awareness.

- Enrollment and Student Success

- Fall headcount reached 6,407 students, a 4% increase and 2% above the target.
- Dual Enrollment rose 11%; Undergraduate enrollment increased 2%.
- The number of new undergraduates increased by 55 and graduate students by 37 compared to last year.
- Continuing undergraduate enrollment decreased 1% (18 students), primarily due to graduations.
- Credit hour production increased 4%, consistent with enrollment growth.
- Overall enrollment trends remain positive.

- The census date is October 12; minor post-census drops are expected due to non-payment.
- Student Affairs
  - A flu vaccine clinic will be held on October 14 from 9:00 a.m.–1:00 p.m
  - Faculty, Staff, and Alumni Day at Laker Club Football is scheduled for November 1 at 1:00 p.m.
- IT Updates
  - Windows 11 upgrades are ongoing; faculty and staff should respond if contacted by the Hub.
  - Windows 10 access ends December 19, 2025.
  - Cybersecurity training completion was at 44%; the deadline for completion is October 15 with a goal of 100%.
- Advancement and External Affairs
  - Dr. Lewis reported that Faculty and Staff Fund Drive participation had increased from the previous year.
  - The focus remains on participation rather than total dollar amount; contributions are due by October 31.
  - Discussion was held regarding reimbursement process delays.
  - Dr. Lewis stated that staffing improvements were made following Terry's retirement, and a full-time staff member now manages reimbursements.
  - He will coordinate with Michael Little to review process improvements.
  - Faculty suggested developing an electronic reimbursement system.
  - *U.S. News & World Report* ranked Clayton State University #21 in Social Mobility (Regional Universities – South) and #2 in Georgia in the same category.
  - Dr. Lewis noted that the institution continues to trend positively.
- Good News
  - Dr. Lewis shared recognition for campus achievements and rankings, commending overall institutional progress.
- Questions/Comments
  - Maddox asked whether contributions could be directed to other funds and raised concerns regarding reimbursement timelines.
  - Dr. Lewis confirmed staffing changes and stated he would work with Michael Little to review the reimbursement process.
  - Antoinette Miller suggested developing an electronic reimbursement process; Dr. Lewis agreed to explore options.
  - Ashlee Spearman noted that the census date is October 7.
  - Melanie Poudevigne announced that the Women's Soccer Team will play on campus November 1 at 1:00 p.m.

#### 4. Remarks and Q&A – Dr. Jill Drake, Provost

- Dr. Drake thanked President Lewis for his leadership, noting that strong leadership is essential for the institution to continue moving in the right direction.
  - She reported no new updates from the system office
- Arts and Sciences Dean Search
  - Dr. Drake shared that the search firm was selected for its hands-on approach to the process.
  - Listening sessions were held last week to gather input from a cross-section of the university community.
  - The candidate profile is currently in development.
  - Faculty were encouraged to apply or recommend qualified candidates.
- Training and Evaluation
  - Dr. Drake reminded faculty to complete both cybersecurity and Banner recertification training.
  - Completion rate for Banner training was at 70%, with a goal of 100%.
  - Faculty Administrator 360-degree feedback evaluations were sent out on schedule.
  - Dr. Drake noted that Clayton State conducts these evaluations more frequently than required by the University System of Georgia.
  - The evaluations include department chairs, assistant and associate deans, and assistant and associate vice presidents.
- AI Policy
  - The university's AI policy was submitted to the home office for review.
  - Dr. Drake stated that the policy template had been updated to reflect Clayton State's specific needs.
- Regent's Cup Update
  - Dr. David Peña provided an update on preparations for the Regent's Cup.
    - <https://www.usg.edu/regents cup debate series/>
  - Dr. Drake thanked Dr. Peña for coordinating Clayton State's participation.
- Evaluation Concerns
  - A question was posed about evaluation processes for administrators.
  - Dr. Drake clarified that faculty are reviewed by multiple committees every five years, while administrators are evaluated through the annual review process.
  - She explained that administrators are evaluated by both peers one level below and their supervisors to ensure fairness and consistency.
  - Sen. Dr. Antoinette Miller provided additional clarification regarding evaluation structures.
- Presidential Remarks (Follow-Up)
  - President Lewis added that he had recently attended meetings with both the Library and STEM departments.
  - The meetings were informal opportunities to introduce new initiatives, discuss how each department supports the Strategic Plan, and identify ways to enhance

student success.

- VP-SA Search Updates
  - Dr. Drake announced that the Vice President for Student Affairs search committee is chaired by Corlis Roll and Jermaine Roll.
  - The committee was formally charged on Friday, with the goal of hosting finalist visits on campus the week before Thanksgiving.
  - The university hopes to make an offer by the end of the term, with a start date no later than July 1.
  - Approximately 50–60 applications have been received through HigherEdJobs, LinkedIn, and other outlets.
  - Dr. Drake noted that updates on the Vice President for Advancement search will be provided in future meetings.

## 5. Standing Committee Reports

- University Curriculum Committee –
  - Vote on approved UCC items
    - Sen. Menter motions; Sen. Peña seconds
    - Question receives unanimous approval
- Academic Policy Committee –
  - Sen. Miller - received charge to look at two items
    - University level administrative withdrawal policy/procedure
    - Student complaint policy and problems
    - Setting meetings soon. Would like a timeline for when things must be done (This academic year - Provost)
  - First- take a look at current policy state
    - Then decide if we need a university level for the catalogue
    - If yes, craft and propose
  - In 2019 a decision was made not to have university level policy given the number of iterations that may lead to a withdrawal. Is there a driving factor requiring us to look at it now?
    - Should not treat some students differently in different colleges. This was driven because a case was brought to Provost's attention, and the policy wasn't there.
  - Will have something to report back soon
- Faculty Affairs Committee –
  - The committee reported ongoing work comparing the post-tenure review policy between the Board of Regents and the Clayton State faculty handbook. The revised version will be presented at the next Faculty Senate meeting.
  - The next item for committee review will address salary compression and inversion for faculty.

- The University System of Georgia has initiated its own study on salary compression and inversion; Clayton State was asked to pause its local review until the system-level process is complete. The USG study has not yet been finalized.
  - Dr. Miller raised a question regarding compensation for full professors.
    - Suggestions were made to consider options such as lightened course loads and sabbaticals for long-serving faculty as possible ways to address equity concerns.
    - Dr. Drake noted that such feedback was helpful and added that when budgets allowed, faculty who completed post-tenure review had previously received rewards or salary adjustments for their work.
- Student Affairs Committee –
  - Update at next Senate meeting

## 6. Guest Presentations

- Amiah Pierre, Student Government Association President
  - Ms. Pierre apologized for being unable to attend the previous meeting.
  - SGA is organizing a pep squad (“Crunk Squad”) to support football games, with an interest meeting scheduled for October 16 at 6:00 p.m.
  - She reported that SGA is working with campus partners to address cybersecurity concerns related to phishing emails targeting students during refund periods.
  - Plans are underway to include cybersecurity awareness training in CSU 1000 courses and student orientation.
  - SGA is drafting a three-part housing legislation proposal focused on:
    - Scholarships for income-based housing,
    - Enhanced customer service standards with feedback opportunities, and
    - Improved maintenance request tracking and communication systems.
  - “What You Want Wednesdays” will begin on October 22, with weekly SGA tabling events to engage students and gather feedback.
    - Upcoming events include:
      - “Stretching with SGA,”
      - “Laker World Tour Experience,” featuring snacks and food from five regions around the world, and
      - A fashion show on November 12 from 5:00–8:00 p.m., coordinated with the launch of the new International Club.
- Spenser Emerson, Associate Director of Laker Life / Staff Council President
  - Mr. Emerson announced the results of recent Staff Council elections, introducing Randall Snell as the newly elected Chair.
  - He noted significant growth in collaboration between faculty and staff since COVID-19.

- Mr. Emerson encouraged faculty and staff to attend Faculty/Staff Day at the football game on November 1 at 1:00 p.m.
- Mr. Snell extended greetings from the Staff Council and expressed enthusiasm for continued partnership with the Faculty Senate.
- Theatre Department
  - The Theatre Department announced the upcoming student capstone production of *Top Dog Underdog*, opening next week.
  - The department expressed appreciation to Mississippi State University for lending a lighting designer who has provided master classes and will assist with the technical aspects of the show.
  - The production is part of the department's effort to expand its reach and visibility across campus and the broader community.

## 7. Action Items

- Dr. Lewis – Disseminate President evaluation survey to campus staff.
- Dr. Spearman – Review enrollment data by college/major; address retention concerns.
- Michael Little & Fund Drive Ambassadors – Promote Faculty/Staff Fund Drive through October 31.
- Academic Policy Committee – Develop administrative withdrawal and complaint policies; report during academic year.
- Faculty Affairs Committee – Complete BOR post-tenure review comparison; prepare draft for Faculty Senate review next meeting.
- Faculty Affairs Committee – Evaluate alternative compensation mechanisms (course load, sabbaticals).
- Dr. Drake – Continue coordination of Dean of Arts & Sciences search and outreach.
- Chancellor's Cup Committee – Finalize recruitment, practice schedules, and travel funding.
- Staff Council Transition Team – Support Randall Snell's transition; plan Faculty/Staff Day marketing for November 1.
- SGA – Implement cybersecurity campaigns, Crunch Squad events, housing initiatives, and promote Laker World Experience.
- Faculty, Staff, and Students – Promote and attend \*Top Dog Underdog\* performances Oct 18 & 23.

## Adjournment

Time Adjourned: 12:31 PM

Minutes Prepared by: David Peña - Secretary

Date: 10-06-2025

Class: Senate Meeting

Name	Senator Yes/No
MICHAEL LINDSAY	YES
Stacey Reynolds	Yes
Larry Menter	yes
Reza Kheirandish	NO
Randall Green	No
Spenser Emerson	No
Amiah Pierre	NO
Eugene Ngezem	YES
Adam Kubik	Y
David Peña	Yes
Antoinette Miller	Yes ☺
Erica Gannon	Yes
Samuel J. Acosta, Jr.	No
Pinar Guntas	No
Charlie Harris	NO
Celimene Henderson Strickland	NO
James Pete	NO
J. Celeste Whalley-Jean	No
Jill Drake	No
Georg Lewis	NO
Lindsay Chandler	NO
Bridgette McDonald	NO
Eric Bridges	??
Terrell Sheyneymann	No

- 8 senators online -

# TOPDOG | UNDERDOG

WRITTEN BY SUZAN-LORI PARKS  
DIRECTED BY KIRILL SHEYNERMAN



OCTOBER 17, 23, 24 @ 7:30 P.M.

OCTOBER 18 & 25 @ 2:30 P.M.

ADMISSION: \$10 ONLINE AND \$12 AT THE BOX OFFICE

CLAYTON STATE STUDENTS: FREE WITH STUDENT ID

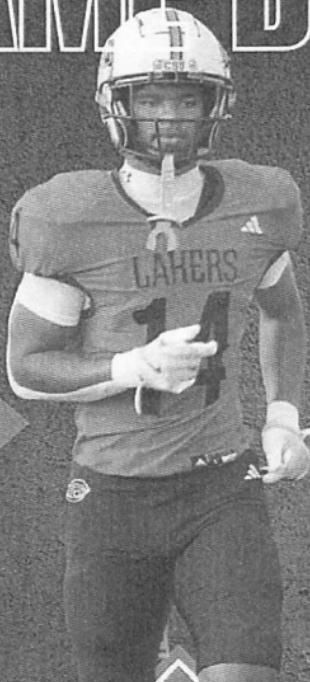
**⚠ THIS SHOW CONTAINS ADULT LANGUAGE AND CONTENT. AGES 14+ ⚠**



INDIVIDUALS REQUIRING DISABILITY-RELATED ACCOMMODATIONS FOR PARTICIPATION IN ANY CLAYTON STATE UNIVERSITY SPONSORED EVENT OR PROGRAM MAY CONTACT THE DISABILITY SERVICES AT (678) 466-5445 OR DISABILITYSERVICES@CLAYTON.EDU

CLAYTON STATE FOOTBALL

# GAME DAY



CLAYTON  
STATE

VS

APPRENTICE  
UNIVERSITY

**FACULTY & STAFF DAY**

**NOV 1ST**

**1:00 PM**

**MORROW HIGH SCHOOL**

**4930 STEELE RD. ELLENWOOD, GA**

# **President's Report**

Faculty Senate  
October 6, 2025

# CAMPUS UPDATES

- USG Presidential Evaluation
- University Policy of Freedom of Speech and Expression
  - <https://www.clayton.edu/about/administration/student-affairs/freedom-of-speech-and-expression.php>

# ENROLLMENT AND STUDENT SUCCESS

- Fall 2025 Enrollment headcount as of October 6 – 6,407

## Upcoming Student Success Events

- **Center for Academic Success** is hosting **SAVE MY GPA**, a two-day resource fair designed to support students during the critical midterm period.
-  **Day One**  
**Tuesday, Oct. 7 | Laker Hall Lobby | 4–6 PM**
-  **Day Two**  
**Wednesday, Oct. 8 | UC Main Street | 1–3 PM**

# STUDENT AFFAIRS

- **Flu Vaccine Event**—Sponsored by Health and Wellness Center
  - **Tuesday, October 14, 9:00 a.m.-1:00 p.m.** UC Main Street
- **"Faculty, Staff, and Alumni Day" at Laker Club Football Game**
  - **Saturday, November 1, 1:00 p.m.** Morrow High School Stadium
  - Prizes, Food, and FUN!

# ITS

- Microsoft Windows 11 upgrades are ongoing. If you have been contacted by the HUB, please make scheduling your upgrade a priority. Please note: any Windows 10 devices remaining after December 19th will lose access to the campus network.
- Cybersecurity Training continues with 44% completion among both faculty/staff and student assistant constituent groups. The deadline for completion is October 15th. Individual reminder notifications have been sent, and manager reports will be distributed shortly.

# **ADVANCEMENT & EXTERNAL AFFAIRS**

- Faculty & Staff Fund Drive
  - Current participation versus last year
  - Campaign runs through October 31, 2025

# GOOD NEWS

- U.S. News & World Report, Clayton State officially ranks #21 in Social Mobility – Regional Universities (South) – a notable 5-spot gain from the institution's 2025 ranking, where CSU ranked #26. Clayton State is 2nd in the state of Georgia in this category of Regional Universities (South) behind Fort Valley State University.

# ACADEMIC AFFAIRS

- Arts and Sciences Dean Search Updates
  - Listening sessions last week
  - Profile being developed
- Complete Cybersecurity and Banner Recertification Training
- Complete Faculty Administrator 360 Feedback
  - Department Chairs
  - Assistant/Associate Deans
  - Assistant/Associate VPs

CLAYTON  
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UNIVERSITY

THANK YOU!



# **DEPARTMENT MEETING**

- I. Welcome and Introductions**
- II. Special Initiatives that support the mission and strategic plan**
- III. What do you need to help our students be more successful?**
- IV. What do you need to be more successful?**
- V. Q & A**

# VISION 2030

**Strategic Plan: Transforming Today for Tomorrow...**

**Clayton State University will earn the  
distinction of being the #1 Institution for  
Social Mobility in the state of Georgia.**

ENVISIONED FUTURE STATE	EXECUTION STRATEGY	STRATEGIC OUTCOMES & INDICATORS
<ul style="list-style-type: none"> <li>• Record Enrollment</li> </ul>	<ul style="list-style-type: none"> <li>• SEM</li> <li>• NISS Implementation</li> <li>• New Academic Programs</li> </ul>	<ul style="list-style-type: none"> <li>• Enrollment</li> <li>• Credit Hour Production</li> </ul>
<ul style="list-style-type: none"> <li>• Record Student Success</li> </ul>	<ul style="list-style-type: none"> <li>• SEM</li> <li>• NISS</li> </ul>	<ul style="list-style-type: none"> <li>• Student Access and Earnings Classification (SEAC)</li> <li>• Pell Graduates</li> <li>• First Generation Graduates</li> <li>• Cost of Attendance</li> <li>• Retention Rates</li> <li>• Graduation Rates</li> </ul>
<ul style="list-style-type: none"> <li>• New High Demand Academic Programs</li> </ul>	<ul style="list-style-type: none"> <li>• ASPIRE</li> <li>• Atlanta Metro Area Businesses and Industry Partners</li> <li>• Educational Partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Graduates in High-Demand Areas</li> <li>• Graduate Earnings</li> </ul>
<ul style="list-style-type: none"> <li>• Modernized Campus Facilities</li> </ul>	<ul style="list-style-type: none"> <li>• Capital Campaign</li> <li>• USG BOR &amp; Legislative Delegation</li> <li>• Facility Optimization</li> </ul>	<ul style="list-style-type: none"> <li>• New and Updated Campus Facilities</li> </ul>
<ul style="list-style-type: none"> <li>• Top Employer</li> </ul>	<ul style="list-style-type: none"> <li>• Identity Buy-In</li> <li>• Engagement</li> <li>• Operational Efficiency</li> </ul>	<ul style="list-style-type: none"> <li>• Official Designation</li> </ul>
<ul style="list-style-type: none"> <li>• Capital Campaign</li> </ul>	<ul style="list-style-type: none"> <li>• Invest in Advancement</li> <li>• Corporate &amp; Community Engagement</li> </ul>	<ul style="list-style-type: none"> <li>• Capital Campaign Goals</li> </ul>

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THANK YOU!

