

Clayton State University Senate Minutes

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

General Attendance

Teams: Tuni Acosta, Latonia Alexander, Dennis Attick, Jennie Bergen, Marcia Bouyea, Eric Bridges, Stephen Burnett, Brigitte Byrd, Lindsay Chandler, Shannon Cochran, Elicia Collins, Mesa Davis, Deborah Deckner, Kevin Demmitt, Martha Fairley, Elnora Farmer, Kandice Fowlkes, Antoinette France-Harris, Brian Goldman, Joie Hain, Nayab Hakim, Feechi Hall, Anthony Hannah, Charlie Harris, Jonathan Harris, Markala Harris, Laura Herndon, Dwayne Hooks, Krystal Houston, John Keener, Ebrahim Khosravi, Christopher Kodani, Elliot Krop, Marcia Laurer, Michael Lindsay, Samuel Maddox, Crystal Marchant, Paul Melvin, Larry Menter, Keith Miller, Jada Mitchell, David Murray-Stoker, Ken Nguyen, Mario Norman, Vivian Padin-Irizarry, David Pena, Leah Pieper, Melanie Poudevigne, Shakyra Rivers, Board Room, Biron Ross, Hae Ryong, Matthew Sansbury, Caroline Sheppard, Kendolyn Smith,

LaTrika Staples, Erica Taylor, Naquilla Thomas, Carol White, David Williams, Tammy Wilson, 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 October 06, 2025, meeting were reviewed and approved unanimously.

3. Remarks and Q&A – Dr. Georj Lewis, President

- a. Survey coming out to review President
- b. SA-VP resume review stage
 - i. Seeking to shrink to 8-10 with interviews next week; November visits for ~3 finalists
- c. Enrollment and Student Success
 - i. Enrollment headcount and credit hours are up
 - 1. Looking for 7000+ students in 2030
 - 2. Provost notes unofficially ahead of USG average
 - ii. Retention is 71.59%; better than previous years but looking to improve. Goal was 73%, so still have work to do, but it is a good result
 - iii. Dual Enrollment extravaganza 10/25
 - iv. One Goal Summit 10/29
 - 1. 500 juniors, a good recruitment opportunity
 - v. 11/8 CSU Open House
- d. Student Affairs
 - i. 11/1 Faculty/Staff/Alumni day for Club Football
 - 1. Only clear water bottles and clear bag or small clutch
 - ii. First Gen week 11/10 - 11/14
 - 1. One of the areas of social mobility is graduation rates of Pell and 1st Gen students
 - 2. Email sent out to register as a FirstGen faculty or champion
 - 3. Tri-Alpha fraternity and One Goal memberships
 - 4. President asked reps from orgs about where CSU fits in the education space, was told our connection with the community, first gen students, and commitment to social mobility
- e. Athletics
 - i. Sport teams are doing well

- ii. New basketball floor
- iii. NCAA legislative updates include 5 years 10 semester eligibility
 - 1. Will have to decide if we are voting for change or not, January vote
- f. ITS
 - i. 96% Cyber security training complete
 - 1. 6 Faculty
 - 2. 5 Staff
- g. Advancement and External Affairs
 - i. Faculty & Staff Fund Drive
 - 1. More participation than last year
 - 2. Can donate until 10/31
- h. Good News
 - i. Community Engagement
 - 1. Women's basketball team volunteering with community for Halloween celebrations
- i. Questions
 - i. Sen. Miller - Retention rates for DE are good, what about the other groups?
 - 1. Looking at the adult learner population; those numbers are not very good for multiple reasons; tracking Lakers Edge students to understand if they change majors a lot etc.
 - 2. Can get that information to the president for future meeting, looking at sophomores
 - 3. President - if there is something you want to track, tell us and we can do it
 - ii. Sen. Ngezem - International students' enrollment at CSU, has the current immigration policies affected our students
 - 1. 23 students, 2 less than last year
 - 2. Trying to get them enrolled for spring
 - 3. We do not recruit internationally, though we work with schools and diplomats; most students are athletes.
 - 4. Sen. Ngezem - Are we still looking to recruit from countries we have partnerships with
 - a. As that is not part of our core groups, we do not focus on it.
 - b. President - we won't send recruiters abroad, but we work intentionally to create partnerships that will funnel students here. We also have MOUs with various countries
 - i. VP-AA, CEI Archie - Liberia is developing a partnership with healthcare here, but looking beyond healthcare. Faculty opportunities for instance. Looking at film partnership with India.
 - ii. President - shows everyone is part of the recruitment process and it extends our reach
 - 5. Sen. Menter - Dean Search update?
 - 1. Provost will talk about it

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

- a. Academic Affairs
 - i. Academic Search (firm) sent a draft of the profile. Gave feedback and is waiting for an updated draft. The committee will look and then afterwards will send out. Looking for end of month to go live
 - ii. Student success metric needs to be listed in several online pages
 - iii. Calendar committee is making progress, some date issues have been identified
 - 1. SAP appeals would be too late with Fall Break and TG week and early start
 - 2. Will start later and keep weeklong TG break, no Fall Break
 - iv. Public Syllabi and Faculty Profile posting to stay in compliance with BoR policy
 - 1. Simple Syllabus platform; used by 9 other USG institutions
 - 2. The template updates have been sent out with updates from communication with faculty but also to address tech limitations in implementing the new requirements
 - 3. Purchasing tech to make things easier; in contract approval flow
 - a. Expected to be done by November, trainings in Spring
 - b. You will have to enter syllabus information into Simple Syllabus
 - 4. Should be final version of syllabus (ver6), last heavy lift in spring with Simple Syllabus
- v. H1-B in holding pattern
 - 1. Institutions should not pay the 100K fee
 - 2. Make sure you screen for HB-1 visa status in recruiting questions
- vi. USG rep on campus to check on Nursing/Health program
 - 1. We had largest increase in nurses in incoming cohort
- vii. Questions -
 - 1. Sen. Miller - Excited about Simple Syllabus - pretty easy. All of the policy and support things we have for students in the syllabus; will this be included in the Simple Syllabus template?
 - a. Provost - yes, we can pre-template things in there
 - b. 2nd questions - is the calendar committee looking to balance the short sessions
 - c. Yes, but we do not have a solution yet
 - 2. Sen. Williams - the word screening implies that a continued candidacy is dependent on answers to those questions. Is that the case?
 - a. Provost - if they need a sponsorship or are H1-B, we cannot move forward with their candidacy - read from email
 - 3. Dr. Poudevigne - These requirements have been in place and questions have been asked in the past

- a. Can look at applications and screen out before interviews
 - b. Hope admin will look at shortages; application timing can also provide leeway for international scholars
- 4. Sen. Williams - Thank you for the context, Dr. Poudevigne. Aware of these questions being asked. This is the wink and nod way of complying since the rules require hiring US citizens over non-citizen.
 - a. Provost - the instructions imply what the conclusion is, which is they will not pay for an H1-B visa
 - b. President comment - Certain individuals will get evaluation, not all faculty will evaluate the president.

5. Standing Committee Reports

- University Curriculum Committee –
 - No Report
- Academic Policy Committee –
 - Posthumous Policy Vote
 - 1. Sen. Williams - reservation about language in the policy, support the goal. The process in the General Statement is not the same as in the procedures
 - 2. Sen. Pena - the process is not aligned in document
 - 3. Provost - Dean of Student is involved in gathering information and helping the family process; we do have a student death policy.
 - 4. Sen. Pena - What is extraordinary
 - 1. Answers -
 - 1. Trying to make language more flexible to incorporate other things
 - 2. Chronic illness piece was about inability to keep up with degree
 - 5. Sent back to APC
 - Faculty Affairs Committee –
 - Updating Post-Tenure review process; will send work out by end of day
 - Soliciting feedback on document with track-changes
 - Provost - commend on feedback from faculty
 - Student Affairs Committee –
 - Met with leadership in Div. of Student Affairs
 - Will move forward with student advocates during hearings
 - Looking to get approved in the spring

6. Faculty Senate Ad Hoc Bylaws Committee Update, Dr. David Williams

- Committee prepared survey, sent out this morning as well as a link to previous town hall.
- 12 key items highlighted in the survey. It takes about 30 minutes. Only 1 response per person so you will need to finish it on the same device. Open until 10/31. Will incorporate feedback into work.

7. Action Items

- From President's Remarks
 - SA-VP search: finalize candidates and schedule November campus visits.
 - Communicate/enforce clear-bag policy for 11/1 Club Football event.
 - Continue First-Gen registration push; faculty encouraged to register as FirstGen or FirstGen Champion.
 - Participation in fundraising drive before 10/31 deadline.
 - Follow-up data request: Retention data for other student groups (esp. adult learners and sophomores) to be shared at future meeting.
- From Provost's Remarks
 - Academic Dean search profile update and posting by end of October.
 - Update student-success metric references across university web pages.
 - Calendar Committee: finalize recommendation for academic calendar (decision re: fall break vs. Thanksgiving week confirmed).
 - Public syllabi compliance: update syllabi templates; prepare for spring training on Simple Syllabus platform.
 - Ensure faculty hiring processes include H-1B visa screening questions.
 - Nursing/Health program support for USG rep campus visit.
- Standing Committees & Senate
 - Academic Policy Committee
 - Revise posthumous degree policy to clarify language & process alignment; bring back for vote.
 - Continue review: administrative withdrawal policy.
 - Continue work: student academic complaint policy.
 - Faculty Affairs Committee
 - Circulate Post-Tenure Review revisions for faculty feedback.
 - Student Affairs Committee
 - Develop student advocates program for hearings; target approval in spring.
 - Ad Hoc Bylaws Committee
 - Collect survey responses by 10/31.
 - Incorporate results into bylaws revisions.
- General
 - Senators email policy feedback to Chair Lindsay.
 - Encourage participation in student events (DE extravaganza, One Goal Summit, Open House, First Gen Week).

Adjournment

Time Adjourned: 12:28 PM

Minutes Prepared by: David Peña - Secretary

President's Report

Faculty Senate
October 20, 2025

CAMPUS UPDATES

- USG Presidential Evaluation
- Student Affairs VP Search – Resume Review Stage

ENROLLMENT AND STUDENT SUCCESS

- Fall 2025 official Enrollment headcount – **6,406**
 - FTFT Retention – **71.59%** (as of 10/20)
 - Credit hour production – **4.24% increase** (as of 10/20)
 - **62,345 vs. 59,810**

Upcoming Enrollment Events

- Dual Enrollment Extravaganza – Saturday, Oct. 25th
- One Goal Summit Hosted at CSU – Wed. Oct. 29th (500+ Students)
- Open House – Saturday, Nov. 8th

STUDENT AFFAIRS

- "Faculty, Staff, and Alumni Day" at Laker Club Football Game
 - **Saturday, November 1, 1:00 p.m.**
Special Game-Day Ticket includes Meal
- **Calling All "First-Gen" Faculty!**
First-Gen Celebration Week
 - **November 10-14**

FACULTY & STAFF DAY

NOVEMBER 1
1:00 PM
4930 STEELE RD.
ELLENWOOD, GA
30294

WITH **CLUB FOOTBALL**

FOOD + PRIZES + FUN

ADVANCE TICKETS: \$10
INCLUDES 2 SLICES OF PIZZA + SODA!
(GATE TICKETS DO NOT INCLUDE FOOD DEAL)



ATHLETICS

- Competitive Highlights
 - Men's and Women's Cross Country ran the **7th fastest combined times in program history** at University of Alabama Huntsville Invitational
- Men's Soccer – currently 3rd in the PBC
 - Halloween Night – Wednesday, October 29 @ 5:00 PM
- Women's Soccer – Faculty/Staff Appreciation Day – Wednesday, October 22, 2025 @ 3:00 PM
- Basketball season gets underway beginning November 21, 2025 @ 7:30 PM

ATHLETICS

- **NCAA Legislative updates**
 - **5 years to compete in 10 full-time semesters**
 - NCAA Division II Student Athlete Advisory Committee (SAAC) is currently in opposition
 - Division II Management Council in support of the proposal
 - Data from the Division II Academic Performance Census shows more student-athletes are taking longer to graduate. Those earning a degree in 2022-23
 - 63% did so in four years or less,
 - 30% needed between four and five years, and
 - 7% took longer.
 - Potential reason for longer graduation – relaxed transfer rules

ITS

- The Fall Cybersecurity Training Campaign concluded last week, achieving a 96% completion rate among faculty and staff. Account lockouts for non-completion will begin later today or early tomorrow.
 - Outstanding Counts:
 - Faculty – 6
 - Staff – 5 (Less Shared Accounts Payable Personnel)

ADVANCEMENT & EXTERNAL AFFAIRS

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

GOOD NEWS

- Community Engagement
 - Women's Basketball Team - Visiting Lee Street Elementary School in Jonesboro - For their Halloween Celebration
 - In collaboration with the Hearts To Nourish Hope - the "Haun Teen Reality" Haunted House will be held at Lucy Huie on Tara Blvd. Oct 24-25.
 - Three Students Attended Naylor Research Workshop for the Fourth Consecutive Year

Provost's Report

Faculty Senate
October 20, 2025

ACADEMIC AFFAIRS

- **Web forms need to be updated to include Student Success**
- **Academic Calendar**
 - No Fall Break Possible
- **Compliance with BOR Policy**
 - 2.8.1: Posting of Public Syllabi
 - Simple Syllabus (Spring 2025) Nine USG institutions Iso use this platform.
 - 2.8.2: Posting of Public Curriculum Vitae (Faculty Profiles)
- **H-1B Updates and Expectations:**
 - **Holding Pattern on New H-1B Sponsorships Requiring the Increased Fee**
We are currently in a holding pattern regarding new H-1B sponsorships that require the \$100,000 fee. At this time, institutions should not be paying the \$100K fee.
 - **Use of Applicant Screening Questions**
1) Are you legally eligible for employment in the U.S.? 2) Will you now or in the future require sponsorship for employment visa status?

CLAYTON
STATE
UNIVERSITY

THANK YOU!



From: Karin Elliott <Karin.Elliott@usg.edu>

Sent: Monday, October 20, 2025 8:58 AM

To:

Cc: Teresa MacCartney <Teresa.MacCartney@usg.edu>; Tracey Cook <Tracey.Cook@usg.edu>; Ashwani Monga <ashwani.monga@usg.edu>; Ashley Jones May <Ashley.May@usg.edu>; Chris McGraw <chris.mcgraw@usg.edu>

Subject: Update: H-1B Visa Sponsorship

Dear CHROs,

As we continue to review our approach to H-1B visa sponsorship given the recent developments, we want to provide interim guidance as we move forward.

Updates and Expectations:

1. Holding Pattern on New H-1B Sponsorships Requiring the Increased Fee

We are currently in a **holding pattern** regarding new H-1B sponsorships that require the \$100,000 fee. At this time, institutions should not be paying the \$100,000 fee. Additionally, it is still unclear if the applicant/employee is allowed to pay the fee. We will provide further direction as more information becomes available.

2. Identifying Critical Hiring Needs

If you are unable to fill a **critical** position and believe it may require placement by an individual needing H-1B sponsorship and potential payment of the \$100,000 fee, **please notify me**. This will help us evaluate potential exceptions and next steps.

3. Use of Applicant Screening Questions

Continue using the **current applicant screening questions** to help identify candidates who may require H-1B sponsorship. These questions are designed to guide your evaluation and provide insights into the hiring process.

If you are not using the OneUSG instance of careers, please ensure your screening questions include questions such as or similar to: 1) Are you legally eligible for employment in the U.S.? 2) Will you now or in the future require sponsorship for employment visa status?

4. Update the Visa/Permit Panels in OneUSG

As communicated in a previous email, please verify your H-1B Visa holders' information is correctly entered in the Visa/Permit panels in **OneUSG by Thursday, October 30**.

Thank you for following these guidelines as we continue to assess the pathway forward. If you have questions or need support with a specific case, please reach out directly.

Finally, one reminder related to the federal government shutdown, please reach out to either Quint or me to notify us of any impacts or next steps your institution may be taking related to the shutdown and employment actions.

Thank you for your continued leadership and collaboration.

Karin



Karin Elliott

Vice Chancellor

Human Resources

770-843-4288

<https://www.usg.edu/hr/>