

Clayton State University Senate Minutes

Faculty Senate Meeting Minutes

Date: November 03, 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, Kimberly Campbell

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

Library: Adam Kubik, Erin Nagel

Absent:

Business: Kate Cotter-Reilly

General Attendance

Teams: Latonia Alexander, Dennis Attick, Marcia Bouyea, Stephen Burnett, Kimberly Campbell, Jacob Chacko, Lindsay Chandler, Shannon Cochran, Mesa Davis, Deborah Deckner, Martha Fairley, Elnora Farmer, Antoinette France-Harris, Sonya Gaither, Brian Goldman, Nayab Hakim, Anthony Hannah, Jonathan Harris, Kimberly Johnson, John Keener, Ebrahim Khosravi, Christopher Kodani, Elliot Krop, Georj Lewis, Michael Lindsay, Michael Little, Samuel Maddox, Crystal Marchant, Joshua Meddaugh, Paul Melvin, Larry Menter, Keith Miller, Jada Mitchell, Erin Nagel, Ken Nguyen, Mario Norman, Vivian Padin-Irizarry, David Pena, Melanie Poudevigne, Board Room, Hae Ryong, Matthew Sansbury, Caroline Sheppard, Lisa Smiley, Kendolyn Smith, Randall Snell, Ashlee Spearman, LaTrika Staples, Erica Taylor, Naquilla Thomas, Carol White, David Williams

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 20, 2025, meeting were reviewed and approved unanimously.

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

- a) Campus Updates
 - i) Commencement speakers announced
 - ii) Student speakers selected
 - iii) Laker Food Drive competition
 - (1) Amazon option; donated in Department's name
 - iv) SA-VP phone interview stage; should get list next week
 - v) Strategic plan update meeting – Monday 11/10/25 9:00 a.m.
- b) Enrollment
 - i) Spring enrollment goal – 6,070
 - ii) Marketing & Communications website updates due 11/7
 - iii) Open advising available without signup
- c) Student Affairs
 - i) GACE state-wide career fair – 11/4 11am – 3pm
 - ii) First gen week November 10–4
- d) Athletics
 - i) Soccer playoffs clinched; men and women
 - ii) Cross Country competing – NCAA Division II regionals
- e) IT
 - i) All faculty must update computers by 12/11 to work with windows 11
- f) Faculty & Staff Fund Drive
 - i) 52.6% participation rate; 53.3% y/y increase
- g) Good News
 - i) RegisteredNursing.org named CSu #1 nursing program for 2026; ATL Metro area; RN to BSN
 - ii) Deloitte Consulting Case Competition won by Dr. Lightner-Laws and her student team

- iii) Community Engagement
 - (1) Women's BB Team – visited Lee Street Elementary for Halloween celebration
 - (2) Collaboration with Hearts to Nourish Hope – the “Haun Teen Reality”
 Haunted House was held; hundreds attended
- h) Questions
 - i) Chair Lindsay – asked for details on update for laptops
 - (1) Emails have been sent out; come in to the HUB before 12/19
 - (2) We still need about 88 devices. Will begin sending weekly messages to
 continue prompting those who need to update their devices to update them.

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

- a) Academic Affairs
 - i) Had Provost meeting (CALAA) last week
 - (1) Jill Lane presented on accelerated degrees; looking at one that requires fewer than 120 hours
 - (a) Gordon has one such degree that goes year-round; curriculum map uses the summer and “may-mester” to complete
 - (b) Georgia Highlands has one
 - (c) Asking about positives and negatives; getting into jobs faster but comes as credit hours and enrollment
 - (d) Still exploratory at this time
 - (2) Alternative and micro-credentials
 - (a) Jill Lane Jonathan Watts Hall presented
 - (b) Spotlight on Dalton and their many credentials on flooring; Chemistry for example
 - (i) Met with industry and developed a credential package
 - (ii) Suggest meeting with system partners as we look to discussions with community partners
 - ii) Faculty evals and student success
 - (1) The PTR show that about 98.9% of (little over 1% of faculty not successful during PTR). Tough sell that all faculty that go through PTR are successful (99%)
 - (2) Ask each campus how many faculty have left since 6/2024; about 10% of faculty have left prior to that year
 - (3) Thinks the 10% figure is more believable; when people know PTR will not be successful, they tend to exit
 - (4) Provost explains this is like a spelling test and not a bell curve; trying to discuss that we want high success rate, objective standard and does applicant meet standard

- (a) Concerns about rating and authenticity – annual review leading to PTR
 - (b) Is someone getting 5s in teaching but is always late turning in grades or do not always honor office hours; are these issues being accurately captured in language
 - (i) Columbus sets meeting standards of excellence to get a 5
 - (ii) We are fine now, but we will need to begin planning to discuss this
- iii) Harnessing Technology
 - (1) Campuses using AI agents to answer calls and questions
 - (2) We have an advisory group
 - (a) Want to implement red, yellow, green rating with how AI should be used in the classroom at the course level
 - (b) This is going to be one of the next items that the AI advisory group will be meeting on
- iv) Public Scrutiny of HigherEd
 - (1) Different provosts have different levels of scrutiny at their campuses
 - (2) Discussed topics like academic freedom etc
 - (3) What can we do to more strategically evidence the value of higher education; how can we better prepare our constituents for increased scrutiny
 - (a) We are responsible for informing in our spheres of influence and we must do a better job of doing so. Recalibrate thinking around higher education
 - (b) Look to include alumni and positive media campaigns; invite people to campus
 - (c) Landing pages should discuss RoI for higher ed, etc
- v) Gov't relations
 - (1) Session is starting in January
 - (2) Track study committees to understand what legislature is looking at
 - (3) Discussed preparing Presidents for interaction with legislature
- vi) High Demand Careers
 - (1) Focused on MoU; list is generally published
- vii) Other announcements
 - (1) Program maps
 - (2) Get reviews of president done
- viii) Questions
 - (1) Sen. Williams – What is the current policy on work
 - (a) Provost – Faculty does not have the same schedule but there is no unlimited telework permission
 - (b) Sen. Williams – medical events but not living too far?
 - (c) Provost – that is correct

- (d) Sen. Williams – what is the limit or is there any policy outside of an agreement with supervisor?
- (e) Provost – will need to engage with HR on extended need
- (2) Sen. Miller – Regarding the PTR pass rate, were there any discussions about the requirements and the actual rating;
 - (a) Provost – they do think we are being too easy but they recognize the standards are specialized to institutions. May try to get at the standards using the question “do you have outside reviewers?” which can lead to an outside reviewer checking standards. They did remind everyone that the regents award tenure, not the president. It is for ease they let presidents do this.
 - (b) Miller – have they ever taken the power back?
 - (c) Provost – No, and the bandwidth is too much that it would be a bad idea for them to do it
 - (d) Miller – Some of these “standards of excellence” are baked into our updated annual reviews
 - (e) Provost – not all campuses are doing that.
- (3) Faculty Erica Gannon – It seems that the increased scrutiny is coming from inside the house. These people passing PTR are smart people that have worked to pass.
 - (a) Provost – these are not education people but rather they are appointed and politicians
 - (b) Bridges – Guessing that many people may be leaving because of the environment and not because they are not passing. Do they think about the atmosphere they create? When they asked where this is coming from, they noted the limited number of people who were “polled” for insight (5 people by account)
 - (c) Provost – They are not faculty, and the board is not of and from the faculty, but there is increased interest in higher education in the current political climate. They want us to remember that we are funded by the government, and we are a public institution. Was asked to please try to educate and inform of the complete context given the limited information they have access to.
- (4) Dr. Maddox – Echoes Dr. Gannon’s comments. Having trouble in current spheres of influence given the number of competing narratives and the idea of the “call coming from inside the house”
 - (a) Provost – noted we have competing priorities. Working adults do not learn in the same fashion as first-time freshmen
- (5) Sen. Miller – Will our PTR become part of the complete review under CPHE?

- (a) Provost – I would doubt that, but this is an unfounded comment – SACS was too in our business and CPHE should be a bit less in the weeds; too soon to tell. Looking for individuals that might want to be on on-sight review teams.
- (6) Asks about the perception of what a 5 is. Those in academics vs business don't have the same ideas about what a 5 is and why people are getting their ratings.
 - (a) Provost – we have a strong board, and it is not made of faculty so we have to concentrate on educating and informing the board about these differences.
 - (b) Williams – range as opposed to getting all 5s
 - (c) Provost – Correct, a successful PTR does not mean you must have all 5s

5) Standing Committee Reports

- a) University Curriculum Committee
 - i) No report but work is incoming
- b) Academic Policy Committee
 - i) Getting posthumous policy updated and will have it ready hopefully at the next Senate meeting
 - ii) Have not moved on the complaint policy as of yet; working to complete posthumous policy
 - iii) Discussion on Double Major Proposal
 - (1) Dr. Lamb – Interdisciplinary nature of study and the strategic goal of micro-credentials
 - (a) We do not have a policy around DMs, but having a policy would help develop conversations etc
 - (b) Provided a proposal – if it's in the handbook students may be inspired and the process would be clarified
 - (c) Sen. Miller – When Mary approached, checked and found that over 169 students who are listed as double-majors. Issues like internships would need to be addressed.
 - (d) Lamb – Yes, the policy should be big enough to help everyone and get policy processes set out for programs and colleges.
- c) Faculty Affairs Committee
 - i) Hannah – sent out PTR working document. Some have made updates. FA will meet Monday, send in updates. Will develop student success.

- ii) Chair – I sent out the document to senators, encourage more participation on reviewing
- d) Student Affairs Committee
 - i) Next meeting is Monday 11/10; update at next meeting.

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

- a) Link in Senate meeting Teams chat to survey results
- b) Notes participation
- c) Williams – 46 responses; CoAS majority; Including names may have limited participation.
 - i) Will report out comments later and will not provide names
- d) Miller – Wanting to look over if there are themes
- e) Conversation over the lack of respondents and possible causes. One primary issue may be asking for names. Faculty are wary of efforts to use identifying information to engage in retaliation. Chair notes they would not use materials in such a manner. Would like names so they understand who voiced concerns when given an opportunity and those who did not.

7) Announcements

- a) Career fair clarification
- b) Vote awareness
- c) Commencement Survey going to be released soon
 - i) fall/spring commencements are college specific
- d) Digital measures watermark instructions have gone out; Next faculty senate meeting will have a CELT demo

8) Adjournment

Time Adjourned: 12:38 PM

Minutes Prepared by: David Peña - Secretary

Name	Senator Yes/No
Michael Lindsay	Y
Stacey Reynolds	Y
Cephed Achu	No
Reza Kheirandish	No
Pinar Gurtas	No
Charlie Harris	NO
Nichelle Gause	No
David Peña	Y
Antanette Miller	yes
Mary Lamb	NO
Jeff Jacobs	No
Eugene Hgezem	Yes
James Pete	NO
J. Celeste Walley-Jean	No
Jill Drake	No
Lindsay Chandler	NO
Eric Bridges	no
Erica Gannon	Yes
Bridgette McDonald	NO

Class: Senote Meeting

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President's Report

Faculty Senate
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CAMPUS UPDATES

- Fall Commencement Speakers
 - Ms. Sherrie Miller – CSU Alumni & Trustee CSU Foundation/Senior V P of Business Development IDLogistics US
 - Mr. Milton Little – President United Way, Greater Atlanta
 - Mr. Cade Joiner – USG Board of Regents
- Student Speakers
 - Juan Angarita, English Major
 - Neonta Hayes, Business Major
 - Ebony Swinton, Criminal Justice Major
- Laker Food Drive Competition
- Student Affairs VP Search – Phone Interview Stage
- Strategic Plan Campus Update – Monday, November 10 at 9:00a.m. in the SAC Ballrooms

ENROLLMENT, MARKETING AND STUDENT SUCCESS

- Spring Enrollment Goal – 6,070
- Marketing & Communications – Website Updates Due: Nov. 7th

Upcoming Events

- Open Advising Available – No Appointments Needed
- Open House – Saturday, Nov. 8th

STUDENT AFFAIRS

- **GACE State-wide Career Fair**
 - **Tuesday, November 4—11:00 a.m.-3:00 p.m.**
 - **Cobb Energy Centre—Atlanta**
 - **Students Register thru LAKER CAREERZONE**
- **Calling All "First-Gen" Faculty!**
First-Gen Celebration Week
 - **November 10-14**
 - **Sign up to be listed a First-Gen resource for students**



ATHLETICS

- **Soccer – playoffs clinched**
 - Men's Soccer vs Georgia Southwest (Home)
 - **Saturday, November 8, 2025, at 2:00 PM EST at Laker Field**
 - Tickets required – General Admission \$13
 - Women's Soccer at North Georgia (Away)
 - **Saturday, November 8, 2025, at 2:00 PM EST**
 - Streaming option available – purchase necessary - pbcsportsnetwork.com
- Cross Country competing – NCAA Division II Southeast Regionals – Saturday, November 8, 2025, at Wingate University, Charlotte, NC

ITS

- All faculty and staff must upgrade their computers to devices compatible with Windows 11 by **December 19, 2025**. After this deadline, any computer still running Windows 10 will be unable to access the campus network. For assistance or questions about this transition, please reach out to **Jahdiel Baptiste** or **Jeremy Weed** in ITS-Client Services.

ADVANCEMENT & EXTERNAL AFFAIRS

- Faculty & Staff Fund Drive
 - Campaign ended October 31, 2025, with 52.6% participation rate (53.3% year over year increase)
 - Additional 81 part-time and retirees gave during the drive
 - Raised \$32,700 during the drive

GOOD NEWS

- Clayton State University's nursing program has been named among the best for 2026 by RegisteredNursing.org!
 - #1 Ranked RN to BSN Program in the Atlanta Metro Area
- Dr. Lightner-Laws and her student team – Haily Long, Yulianny Matias-Medina, Alana Fyne, and Clavin Smith – won the Deloitte Consulting Case Competition and the \$3,000 prize!
- Community Engagement
 - Women's Basketball Team - Visited Lee Street Elementary School in Jonesboro - For their Halloween Celebration
 - In collaboration with the Hearts To Nourish Hope - the "Haun Teen Reality" Haunted House was held at Lucy Huie on Tara Blvd. Oct 24-25.

Provost's Report

Faculty Senate
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ACADEMIC AFFAIRS

Updates from CALAA

- Accelerated Degree
- PTR BOR Update
- Annual Review
 - Standards of Excellence
- Harnessing Technology
- Public Scrutiny of Higher Education
- Government Relations
 - Session starts January 12th
 - Note the Track Study Committees
 - Prepare Presidents
- High Demand Careers

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THANK YOU!