

Faculty Senate Meeting Minutes

Monday, March 25, 2024

University Center 260 and Microsoft Teams

11:15am to 1pm

Attendance (representatives denoted in bold): **Kate Cotter-Reilly, Larry Menter, Eric Bridges,** J. Celeste Walley-Jean, C. Archie, T. Merchan, E. Krop, M. Linden, P. Gurkas, Cass Parker, Louisa Catalano, Victoria Foster, Penny Cliff, Eugene Ngezem, Josh Meddaugh, Antoinette Miller, David (no surname), Mary Lamb, Jelinde Spotorno, Farrah Baker, Catherine Matos, K. Driscoll, Drew Brandon, Don Stansberry, Jacob Wognowski, Lucia Campos, Elisabet Isleifsdottir, Spencer Rokerman, Riley Tsuong, Ebeu Onuchukuu, Balind Salih, Lydia Madrid Sobereira, Ryan Fendley, Jennifer Fendley, Alexander Ramirez, Amor Penix, Sateria Thomas, Paul Criscillis, Kaitlynn Cassidy, Cheikh O'sse, Fernando Guadarrama, Shenelle Higgs, Kehinde Adesegun, Rodney Byrd, Corlis Cummings, Montrese Adgar fuller, Jermaine Rolce, James Pete, **Samuel Maddox,** Nick Henry, Georj Lewis, **Erin Nagel,** < 3 signatures from the students in attendance that I couldn't make out>, **Adam Kubik,** Ade Thompson, Adel Novin, Ahmet Urtan, Ahzhane Hodges, Alexander Hall, Alia Davis, Alina Mendoza-Brooks, Allanah Bryant, Amber Reed, Andrea Jacques, Angel Bates, Anthony Hannah, Antoinette France-Harris, Arianne Adams, Ashley Washington, Aubrey Dyer, Brenda Carr, Brian Goldman, Byron Jeff, Calvin Smith, Carin Lightner-Laws, Carol White, Caroline Sheppard, Chizara Jones, Christie Burton, Christopher Leary, Christopher Morgan, Christopher Stotelmyer, Chyrel Lynn Panlilio, Clint Edmunds, Craig Hill, David Brown, David Burotte, David Pena, **David Plaxco, David Williams,** Dennis Attick, **Dennis Miller,** Dmitriy Beznosko, Don Stansberry, Ebrahim Khosravi, Elisabeth Nancy Highsmith, Elnora Farmer, Erica Gannon, Everod Davis, Francisca Maxwell, Garrett Smith, Genesis Polo, Geroge Nakos, **Hae Ryong Chung,** Jacob Chacko, Janise Parker, Jennie Bergen, Jillian Morgan, Joe Johnson, John Meyers, Jonathan Clement, Junfeng Qu, Kadidja Conde, Karen Young, Kazim Naqvi, Keith Miller, Kelli Nipper, **Ken Nguyen,** Kevin Demmitt, Kitty Deering, Laura Herndon, Leah Pieper, Leon Prieto, Lisa Smiley, Mario Norman, Mark Watson, Melanie Poudevigne, Melva Robertson, Meri Stegall, **Michael Lindsay,** Michelle Furlong, Michelle Nelson, Miles Thompson, Monay Sanders, Mya Richardson-Echols, Naquilla Thomas, Nayab Hakim, Nichelle Gause, Nick Henry, Patricia Roberts, Patricia Smith, Paul Melvin, Penelope Cliff, Reza Kheirandish, Robert Vaughan, Rosann O'Neill, Royal Baxter, Sabrina Maurice, Samuel Maddox, Sara Harwood, Scott Stegall, Shakil Akhtar, Shannon Cochran, **Sharon White,** Sheryne Southard, Shontelle Thrash, Shuju Bai, Sonya Gaither, Spenser Emerson, **Stacey Reynolds,** Stephen Burnett, Stephen Klusza, Talia Whitley, Tammy Wilson, Tatiana Krivosheev, Terri Summers, Tia Brown, Timmany Bentley, Unknown User (only 1!), Vineisha Stephens, Vinod Vincent, Vivian Padin-Irizarry, Zoriah Morris, <Overflow room>, **Augustine Ayuk**

1. **Introduction of senators:** In-person then online.
2. **Approval of minutes**—1/29/2024 and 2/12/2024 Approved Unanimously
3. **Remarks and Q & A, Dr. Georj Lewis, President of Clayton State University.**— Updates from the capitol some highlights from the session—restoration of \$66 million to the FY 24 budget and the supplement for salaries. Proposed 4% cost of living adjustment

for USG employees and funds for Harry S Down center. House approved the \$500,000, still working for the other \$500,000. Campus budget updates--this is a reminder because we have been discussing the FY 25 budget since the fall the \$5.57million cut is still something we need to do. The president's cabinet, etc. continues to work towards that list of reductions. Decisions should be made/finalized by mid-April. Academic affairs update, normally from provost, but today appropriate from me: Our plans for a provost and VP of Academic Affairs and so looking for something within USG for interim. The search for a permanent fill to the position will start in July. Best case scenario we have a new provost before spring ends but it might not be until early July. Program updates: we want to offer programs that best serve our students. One way we do this is by monitoring underperforming and under enrolled classes. They are watched for several years before being sent to the system. Right now, we have made no recommendations to the system office, but to be clear our students are first. Any recommendations of deactivation of underenrolled/underperforming programs will involve plans to matriculate out the students currently in them. We will soon take a deeper dive into our programs that are underperforming. And will look at the programs that are at risk of being underperforming. This deep dive is planned for the second week of April because SACS will be here the first week of April. Provost office will focus more on the timelines of things. We encourage faculty to work through dept. chairs and deans on those programs that are underperforming or at risk. Plans are to work with the provost and USG before making any final decisions. Programs will either need to be deactivated or advocated for (advocation is based on a university plan with quantifiable and timely measurements). We also need to look at new programs to address the gaps for our students to be successful. Strategic plan: the launch is April 11th at Spivey Hall. We have a new mission, but we won't know if the new mission is approved until after the launch. Marketing and student success—official enrollment increase of 5.1%--largest increase in several years. Significant accomplishment. We stabilized in the fall and increased in the spring. Recruitment efforts are already underway for the fall. We are now on the Common App and are trying to utilize that moving forward. Preview day was 3/16 there were several students from our football club, which was good. IT sampling of 25% of faculty and staff have been invited to participate in a customer service survey. Please complete it by the 29th if you received it. Cyber security training awareness just kicked off and must be completed by May 3rd. COB Supply Chain Management and logistics BBA most affordable in the nation and number 8 in the nation rankings. COB will work on stem entrepreneurship mentoring. Just want to thank those who have invited the president to their academic departments. He has enjoyed answering questions and getting to know everyone.

What is the timeline for underperforming programs—Dr. Celeste, we don't have a hard deadline and I will go through the steps in a moment. There is a rolling due date with approvals once a month. There is a hard deadline for SACS though which is July 1 if we make any changes. If departments want to coordinate with each other and deans and do some research, please do.

Are there any other factors that have been considered or might be in the future besides the graduation average mentioned by the president? We won't make a decision on one variable alone. We will look at what programs are offered across the USG, what's in high demand, cost, etc. If we advocate, we have to have measurable goals. Enrollment

and award are actually the 2 data points that are being looked at. And then once we are sent that information, we have to have a plan to advocate for any programs that we want to stay.

No recommendations have been forwarded from our institution to the USG. We must receive approval from the system before moving forward. We would be “requesting approval to deactivate a program.”

Number of sources for funding mentioned in the past, and it's have been made clear the only one we have direct control over is recruitment and retention. If we are considering deactivating programs, how does that help retain and recruit students? It's never been mentioned that it would be helpful. The purpose of evaluating the programs is to determine if it is viable for us to have them, and we are required to do that. How many students would we lose by deactivating these programs. We will need to assess everything and the impact from all angles. We don't have all of those answers right now. The provost, assistant vice provost and computer science and math dean had a bad meeting saying that there was nothing that could be done about the programs that need to be cut. This is a mess; how did we get here? There were some emotional responses and we were not able to think through things as an institution. Hopefully we will have learned from this process and will move forward handling it better.

We are still reviewing and pulling data to figure out what data is important as part of this process. We are committed to the fact that whatever decision that we make is well informed.

But what are the variables that will be considered?

There has been a lot of misinformation, but clearly there have been no recommendations yet. Have there been any preliminary actions? No.

Decisions like these reflect the values of this institution and I think we all care about that and we know that our students do. If we can have any positive discourse about the values that are demonstrated through this process, faculty should be involved and our students should be involved. Folks should be working directly with dept chairs and deans about the things that you are talking about. We don't make decisions 100% off of one variable. We haven't had a discussion yet, and that's a discussion that he really wants people to have. We don't have a rubric now, and numbers do matter, but we need to figure out what we are committed to as a community to do going forward. If you can help provide information that would help us make decisions, that is how you can help us moving forward. Also, we have to think about academic programs not as singular programs, but as a portfolio of programs based on what we value, the direction that we want to go, etc. Right now, we are talking about our portfolio, not a singular program. The former provost did ask the deans to send in any sort of relevant data that would indicate that these programs should stay. We would have to have a concrete data driven time framed response to make an argument to that end. Any data you have that might help towards that end, please share.

Budget FY 24 and FY 25 question: With the restoration of the \$66 million, will that impact any of the potential cuts and layoffs? We can't roll anything forward, but we will be able to have some year end funds to make one-time purchases by June 30. We still don't have FY 25 actual numbers (April 16th board meeting is when they are expected to come out) and whether or not the full \$66 million is back in the budget. Even though it's in the budget for FY 24, but not all of it benefitted institutions (only 55million was

released and the rest was held onto). We got back about 83% of what was taken from us. We expect to get some back based on FY 24, but no idea how much or little that might be.

Advocacy for a more nuanced approach and it is essential for us to look at leadership support and strategy visions that may have impacted programs. Are all programs receiving resources adequately? This should be looked at. We are over relying on adjunct faculty, especially in health, and we need to look at faculty encouragement to get grants, etc. There are opportunities to look into how the university can try to get students who are being turned away from expensive private universities.

What are the next steps and accountability. When the Provost and VP spoke to the Dean the sentence, "It's done." Was used, giving it finality. What are the consequences to administrators for their actions? If there is any employee that we have I can't talk about how we held someone accountable specifically. All of us make mistakes from time to time and every mistake isn't one that should result in a fatal outcome. However, some of those discussions have already been had. And the first steps to correction is admitting that something wrong was done. He will do better will communicating how, when, etc, that information should be distributed. There will be and is already accountability for this situation. This isn't always what we want to do, but we all probably agree more than everyone realized, it's just that these are difficult decisions that we have to make. Will not discuss employee matters publicly. FA Chair has been talking to SGA president about creating a forum for more communications between faculty and students.

Can we hear from students? Yes, we will.

There's a type of probation in the handbook, was that considered? Yes, it was discussed within the Academic Affairs office internally. The list that they have come from USG with the expectations from us that we will deactivate the identified courses. We have not discussed with the system whether we can pursue suspension, but we can do that. USG communicated with every institution a new process. The ASPIRE process. Every provost that has been here over the last year has known about this process. We have not made a decision and we have all of the information that has been sent in and will be taken into consideration.

There appears to be a conflict of perception of leadership styles. Celeste is concerned with what we can defend. She doesn't have a dog in the fight, but she's interested in how we can advocate and present the data that we have. We all need to be aware of what we are communicating and whether or not items have gone through the proper channels to be discussed, considered, etc., please be intentional about communication and please do not get ahead of the process.

We've received reports for underperforming programs for at least 15years. The new thing is the language that they "assume that we will deactivate them" this time they said that they won't even talk about these programs in the meeting—that we have to call out a special meeting to address it. They are looking for data and a sustainability argument. Student: What sort of initiatives CSU might have to help these programs that are under consideration? What are we doing holistically to help build up these programs? Concern about the lack of humanity in the conversation. Mathematics cares very much about our students and have been doing whatever they can to support the students and try to get more students. There is a grant that has been pursued to acquire more students, instructors, etc. And there are others in the math faculty that are trying to do similar

things. The goal of this process is to make CSU the best place for students to be successful period. We won't do anything without figuring out how to support students through these decisions. Students, I know you all are anxious, but at the forefront of everything we do is your success. We all work together and everything we do must focus on you. If the meeting today does not reflect that, then it does not reflect everything that's going on in the background.

Student—This will affect the students and student athletes. So, this will affect athletics too.

4. **Remarks and Q & A, Dr. Celeste Walley Jean, Assistant Vice Provost.**—First update is SACS: the on site committee has been fully engaged with them for the visit next week. If Mary Lamb contacts you for information, stop everything you are doing and get it to her. We are prepared and it is imperative that we put our best foot forward. We are participating in mock interviews this week to prepare for next week. Thank you for everything that you have done and will do for this.

Registration is open, but for the first-time students are able to register for summer, fall, and spring. Spring 2025 registration opened today.

Academic Affairs has submitted their budget reduction plan to the president.

We will be taking a deeper dive as mentioned before. The first thing is that the info from USG is not new information, we get it every year from USG. Programs that they have identified “repeated unsatisfactory performance” 5 associates, 10 bachelors, 5 masters during a 3 year rolling average in enrolled and/or awards. In order for us to deactivate a program we would have to submit a deactivation request. When we do that that simply means that we are not taking any new students. It is a 2 year deactivation window before actual deactivation. USG sends out approvals for that around the 1st of each month. And we must have a teach out plan for the students currently in the program. After the 2 years we must terminate the program and that has to go to the BOR. In addition to system process we have the SACS process which also requires a teach out plan. Substantive changes for us must be submitted by July 1st.

What are the consequences, what is the current command structure? According to conversations with the system they can't deactivate any programs, that is an institutional decision. I don't know what they can/will do if we don't deactivate. The ASIPRE instructions are not saying “there's no hope” for programs, they are simply data driven. It wasn't a “you have to deactivate your programs.” The president saw it as a call to action—this is the information, what are you going to do about it? This is our responsibility, and they want to know our steps forward.

Is there a document with our stuff (QEP, etc.) so that we know what to know for the visit next week?

If we are navigating within this system we need to know what their values are and how our values fit in that system? Can faculty get involved directly? We have addressed all of these items. We will definitely have a town hall. Our decisions makers will be looking at data and that's where faculty like you can best support us.

There has been concerted efforts of the current administration that things have been communicated especially with our students. We need to stop acting in silos and work together for the futures of our students. It feels like there is a lot of blame in the rhetoric today, but we need to make sure that we are all working together.

Which is more important, the enrollment or the graduation number? Chemistry graduates have 100% placement. We're faced with a situation where we need to perform better. Enrollment might not be the issue; it might be the graduation piece. We're not fighting about whether or not it's important, it's all important. The system sends both numbers and they don't distinguish between the 2.

Student: If programs are deactivated, what are the options for students with SAP? What are other options for students besides teach out—an institution for them to transfer out to? Yes, the teach out plan is to get students to graduation and if there are students who have more than 2 years left, they will work with advisors to figure out the next steps to make sure students graduate.

Dean Gaither attended a conference Las Vegas and received outstanding leadership award. Starting tomorrow the 3rd annual stem symposium and COB forum this past weekend.

5. Sub-committee reports, as needed.

a. University Curriculum Committee

No report.

b. Academic Policy Committee

Work needed to be done and will be voted on. Met last week and will send note out for vote. Request on verbiage of Syllabus statements will be presented next meeting.

c. Faculty Affairs Committee

Student Affairs Committee statement received from Dr. Maddox. The FAC has reviewed the statement from SAC and sent our comments to them. Thanks, FAC Chair, Dr. Burton.

d. Student Affairs Committee

From Dr. Maddox update for the SAC. Dr. Deckner has sent the syllabus statement for review by the FAC. Additionally, we are meeting this Thursday the 28th at 11am on Teams. The invite is forthcoming. If you have any questions please email me at samuelmaddox@clayton.edu.

6. Old business.

7. Adjourn.—1:30pm