Faculty Senate Minutes  
**Monday, September 9th**  
President’s Room, Lumpkin Center 200  
3:00pm – 5:00pm

**In Attendance**

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<th>TCoBCS</th>
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<td>Phillip Bryant</td>
<td>Mark McCarthy</td>
<td>Samuel Abegaz</td>
<td>Joseph Girard</td>
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<td>Rania Hodhod</td>
<td>Saoussan Maarouf</td>
<td>Clint Barineau</td>
<td>Inathe Marini</td>
<td>David Owings</td>
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<td>Lydia Ray</td>
<td>Alicia Bryan</td>
<td>Courtney George</td>
<td>Andrew Donofrio</td>
<td>Amy Parsons, Alternate</td>
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<td>Neal Thomson</td>
<td>Tugce Gul</td>
<td>Ryan Lynch</td>
<td>Nicholas McMillan</td>
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<td>Gwendolyn Miller</td>
<td>Jennifer Newbrey</td>
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**Absent**

Carrie Reif-Stice, CoA Alternate; Hyrum Carroll, TCoBCS Alternate;
Stella Michael-Makri, CoEHP Alternate
I. Call to order 0–1:07
   a. Time: 3:10P

II. Approval of Faculty Senate August Meeting Minutes – Nicholas McMillan
   a. 27 Yays, 1 Abstention Approved

III. President’s comments and announcements - Chris Markwood 1:07–14:55
   a. Welcome
   b. Budget Update
      i. 2-4% decline in our state budget as a result of two things:
         1. Governor decision to reduce state spending
         2. Enrollment decline from a year ago
      ii. VPs have received target numbers in order to act strategically to develop a plan over the course of this year to implement a 1.7–1.8 million dollar reduction in our budget cut.
      iii. 70% of our spending is in personnel
      iv. With the hiring chill there is an intent to create a pool of vacancies so if there is a position which we need to eliminate, there is a better chance of placing that individual into another position where they can continue to add value to the University rather than just terminate them.
      v. President’s office is taking the lead in this initiative by reducing their staff from 2 to 1.
      vi. LaWanna is the new Executive Assistant for the new VP Finance.
      vii. Ed Helton is now Chief of Staff, Shanna has been promoted to his old role, but Shanna’s old position has been eliminated.
      viii. We need to think about how other positions can be filled. Example: Chief Diversity Office.
      ix. There are opportunities to rethink how we deliver services to our students and is very pleased with the preliminary ideas that have been coming forward that would again not take people’s jobs rather reorganize some administrative and student service functions to help become more efficient.
x. Questions
   1. Alicia Bryan: Is one of the positions being chilled the Director of the Office of Sponsored Programs?
      a. Dr. Bordelon clarifies that the search for this position is still very much active.

xi. USG pamphlet - College of 2025 is a significant USG initiative for this year

xii. CAR was an administrative review of spending to determine how we could more efficiently use funds and redirect them to core mission.

xiii. College 2025
   1. An academic plan for 2025 for the USG
   2. USG has identified several key areas for us to focus on
   3. College Education has been upset by economy and technology forces beyond comparison to previous generations.
   4. Higher Education needs to be more adaptable
   5. Our students need to develop soft skills, become more adaptable
   6. They need to be focused on lifelong learning and institutions need to be focusing on partnerships
   7. You will notice that many of the things we already do fit nicely into their agenda
   8. Page 4: Every USG institution should have a “future’s tasks force” to keep the institution prepared
   9. We will have to give an annual report on how we are working to achieve the goals set forth in College 2025 and it will be tied to our budget requests

xiv. US News & Reports College Rankings CSU is now #75 for Regional Universities in the South which looks at both public and private. #30 for Top Public Schools in the South. #62 Top Performer Social Mobility for our graduates—our first appearance on this list.

xv. USG page today CSU is being highlighted. Our International Office is being awarded by the American Association of State Colleges and Universities an excellence award for our international program.
Questions

1. Ryan Lynch: Dr. Markwood, We have been seeing emails about the upcoming budget town halls, will you or Dr. Bordelon mention that?
   a. Dr. Bordelon responds in the affirmative

IV. Provost’s comments and announcements - Deborah Bordelon 14:55–30:39

   a. Enrollment numbers
      i. We started off the semester just about flat, as of Friday, September 6th, we were down 111 students and 1500 credit hours. We look closely at the credit hours because that is where the money is.
      ii. Students (250) have had financial aid issues and we asked and received an extension from the USG.
      iii. We will have a pretty good idea tomorrow (September 10th) on the exact numbers on where we stand with the drop.
      iv. We must be proactive in planning for the budget reductions that may occur due to lower enrollment.
      v. Working with Deans to look at the budget reduction plan
         1. Not cutting hedges straight across;
         2. Look at the 4% deduction from a more strategic plan;
         3. The cuts won’t look the same across all the units;
         4. Shared with the Deans the enrollment trends for the next 5 years
         5. Looking at course fill requirements to allow students the most flexibility, but also be the most fiscally responsible in how that is structured.

   b. System office has asked us to submit our academic forecast plan as well as low producing programs and a three-year enrollment for any new programs that we have.
      i. In the past we have only been asked to submit the academic forecast, but at the system level what they are asking is if CSU is requesting new programs, what is the University doing with the programs that are not producing graduates.
ii. Does not mean that these programs will be cut, but we must provide a rationale as to what is going on in that program, why are seeing a decline, and what are going to do.

iii. It could be that we have to teach out a program and look towards programs that are more attractive to students.

iv. Asks that we all take a University perspective and how we can work together to make sure things move forward.

v. Although we are looking at budget reductions this is not the time to say we cannot look at a new program or a new concentration, etc.

vi. We must look at how we can best serve our students.

c. Program approved - Master of Public Health
   i. Waiting on SACS approval

d. Tomorrow a BBA in Cybersecurity Management on the agenda for tomorrow.
   i. Also a BS on Cybersecurity. Looking to get it on the October agenda

e. Interdisciplinary Seed Grant Proposals have gone out
   i. Last year five grants went out to external funding agencies

f. System initiative for ethics awareness. Will be reaching out to find ways to get faculty and students involved.

g. Ryan Lynch-Encourages junior faculty attend the budget meetings.

h. Dr. Markwood-If you have questions that you would like addressed, please send them to him or the Provost (in advance, if possible).

V. Executive Officer's comments and announcements – Clint Barineau 30:39–40:33

a. New Senators Introductions
   i. COLS- Nehal Shuka
   ii. COLS Rosa Williams
   iii. COLS Brandt Smith
   iv. COEHP Gwendolyn Miller
   v. COEHP Tugce Gul
   vi. COLS-Guihong Fang, Alternate

b. Senate Committee Meetings
   i. Want to propose that we open up senate committee meetings to the faculty at large.
ii. Clint will organize and share a calendar. Asks the chairs to notify him when those meetings will be so he can add it to the calendar. Will organize and share a calendar
https://drive.google.com/a/columbusstate.edu/file/d/1wMqB19kkUBHAYi5dFI3oMdIZtg13XZy/view?usp=sharing

1. Alicia Bryan-Already in the Faculty Handbook

c. How we plan to order the agenda.

i. In terms of committee reports they don’t always have to be in person, they can be written

ii. Short and sweet up first

d. Next two senate meetings (October & November)

i. In Dillingham Student Center

ii. Maybe North Shed

VI. USG/CSU Well-being Update - Lashica Thomas

a. Cancelled, will reschedule for October

VII. Committee Reports


i. Met and approved to propose the following changes to admission policy

1. Planning on following the minimum BoR test scores on admissions. Currently our requirement for the math score is 10 points higher than the BoR. Those test scores will be Reading/Writing 480 and Math 440.

   a. Enrollment implications: we would have been able to make 60–70 more positive enrollment decisions.

   b. To preface all these decisions, we currently have a minimum academic core grade point average of 2.5 and we are not planning to make any changes to that even though the BoR minimum is a 2.0.

2. BoR made a change to ACT requirements to where they would accept a 17 on either the English or the Writing

   a. BoR has allowed the Acuplacer to be used for dual enrollment in lieu of the ACT or SAT

3. Follow the BoR policy for Adult Learners
a. We used to use the Acuplacer as an admissions test
b. Now we admit the Adult Learner a place them into the
corequisite class.
c. If they think they can place out of it, then they take the
Acuplacer

4. Questions
a. Neal Thomson: Why we can’t we use the PSATs for dual
enrollment?
   i. Response: That would be a great BoR question
      that will get asked.
b. Concerning the BoR 2.0 and our 2.5 admission
   requirement. It was suggested that we might be missing
   students who are worth being admitted that fall between
   the 2.0 and 2.5 threshold.
   i. Response: Yes we believe that there are students
      who fall into that category so what we are doing is
      looking at those students more holistically.

5. Feel free to email Sallie with any questions
b. Faculty Affairs Committee - Ryan Lynch 48:48–01:08:16
   i. The committee has been in a little bit of weird place for the past two years
   ii. It was first created in AY 17/18 as an ad-hoc committee rather than a
       standing committee.
   iii. The committee has become a catch all for items that have no other
       committee to go.
   iv. Will need to fill the rest of the committee with new members especially
       from COEHP
   v. During our first meeting the primary element that we spoke about was the
       Externally Funded Positions Policy (Soft-Money Policy)
   vi. Ryan details the policy
   vii. Proposed changes to the policy are as follows
       1. Changed the language from Soft-Money to Externally Funded
          Positions
2. In the Annual Review section, it is being suggested that any individual who may be affected by the disappearance of the money that funded their position be given three months lead time. This comes directly from the Faculty Handbook.
   a. Dr. Markwood, via Ryan Lynch before the meeting, suggested a change in the language of the last line to reference the Faculty Handbook (link to) instead of stating specifics. This way if the faculty handbook changes, the wording of the policy does not need to be updated.
   b. Asked to add this suggestion as a Friendly Amendment

viii. Dr. Markwood Context

1. Last year had 3 individuals who were impacted in some way by this where their monthly paychecks were dependent on donations. In these cases the donations either stopped or “stalled” and it put those individuals in a very precarious position.

2. By practice we have now stopped the foundation from accepting donations unless the money is available to fully fund the position through the contracted period.
ix. Dr. Bordelon Context
   1. This also applies to any Grant Funded positions.

x. Questions
   1. Phillip Bryant
   2. Clarification from Dr. Bordelon
   3. Clint asks for clarification on what is being proposed.
   4. Dr. Markwood re-emphasized the need for the policy to reference the Faculty Handbook
   5. David Owings:
      a. Does this policy apply to Staff as well?
         i. Response: Yes.
         ii. Suggestion is made that the committee look into protections for staff.
      b. Any discussion about the 12-month requirement for employment?
         i. Dr. Markwood: it shouldn’t. In an early draft the policy read “for 12 months or the period of the contract”
         ii. Ryan points to the language in the existing policy that Dr. Markwood is referencing.
   6. Neal Thomson
      a. Suggests that it would be easier to state somewhere in the policy that it excludes temporary fix-duration employees.

xi. Motion and Seconded to Approve as Amended
   1. **Approved Unanimously**

   c. Faculty Development Committee - Anil Banerjee 01:08:16–01:27:28
      i. Will share presentation with the Colleges.
      ii. The committee discussed the Reassigned Time Policy and makes the following recommendations.
         1. Please refer to the presentation (link) for the proposed recommendations.
      iii. Questions
1. By changing the language to all full-time faculty under eligibility, does that mean that non-tenure track faculty can apply?
   a. Yes.
2. Discussion about who is a full-time faculty
3. Neal Thomson suggests that since we don’t call our part-time faculty, adjuncts, that the language be removed from the policy.
   a. Discussion
   iv. Clarification by Clint Barineau reminding the senate that the suggestions being presented are guidelines for the Office of the Provost when working to give faculty reassigned time.
   v. Clint Barineau requests for the minutes to reflect a name change from the Reassigned Time Policy to the Reassigned Time Pilot Process and Guidelines Draft.
   vi. Neal Motion to Approve, Seconded by Nehal
   vii. Vote: 2 opposed, 3 abstentions, 22 approve

1. Approved

d. Retention Progression and Graduation - Fady Mansour 01:27:28–01:33:05
   i. Presented the ByLaws for approval
      1. Discussed the changes made to the ByLaws (Link provided to faculty prior to meeting)
   ii. Motion to Approve, Seconded.
   iii. Vote: 2 abstentions, 25 approve

1. Approved

e. Faculty Senate Budget Advisory Committee - Neal Thomson 01:33:05–01:36:46
   i. Plan for full professors to reach 90% Equity.
   ii. Formula won’t work
   iii. Take the current year’s equity study and see what their salary should be and compare it to their promotion salary and either use the current $5k or whatever amount will bring the faculty to 90%

VIII. New Business 01:36:46–01:54:09

a. Office of General Counsel-Craig Burgess
   i. Conflicts of Interest, Commitment, and Outside Activities Policy
      1. Two changes
a. BoR has defined Primary and Secondary University Activities. These do not constitute outside activities and therefore you do not need to request permission to engage in.

b. BoR clarified who this policy applies to and what has to be done if you are affected by the policy.
   i. Policy applies to everyone.
   ii. Part-time faculty do not have to file the outside activity request form.

ii. Volunteer Policy – proposal
   1. In order to insured under the University’s liability policy volunteers are supposed to be part of a structured volunteer program.
      a. This requires the University to have a volunteer policy.
      b. In addition, it raises the question of who can volunteer on campus?

IX. Other Items 01:54:09–01:54:35
    a. None

X. Adjournment:
    a. Time: 5:04p