

Call to order at 3:01 PM

Senators Present

Paula Adams, Greg Blalock, Roger Brown, Radhouane Chouchane, Tammy Condrey, Shellie DeBruyn, Pat Duttera, Burhanettin Keskin, John Finley, Angela Green, Pat Hogan, Ellen Martin, Joe McCallus, Mike McFalls, Gisung Moon, Jim Owen, Elizabeth Parker, Jackie Radebaugh, Neal Rogers, Brian Schwartz, Melody Shumaker, Glenn Stokes, John Studstill, Paul Vaillancourt, Troy Vidal, Jeff Zuiderveen

Guests Attending Included

Barbara Buckner, Kyle Christensen, Nicole de Vries, Tom Hackett, Linda Hadley, Susan Hrach, Barbara Hunt, Laurie Jones, Rita Jones, Shamim Khan, Jay Knappe, Kayron Laska, Chip Reese, Dan Ross, Iris Saltiel, Gina Sheeks, Sri Sitharaman, Neal Thomson, Brian Tyo, Dan Van Kley, Florence Wakoko

Report from President and/or Provost

Dr.Hackett: Unfortunately, the President cannot attend because he has another meeting at this time.

There are several issues coming up for us. We need a faculty representative for the Enterprise Risk Management Project. This working group will look at specific risks factors at the university. We also must appoint a faculty member to the Facility Planning Committee to look at our space needs. The consulting agency that will help us with this is called Sasaki. This space analysis will help us to plan our future strategic objectives.

As you know, we are at the tail end of our current strategic plan. The President is beginning to look at steps to move forward with a future strategic plan with faculty and staff. Our facility plans should fit into what we are trying to do here.

Dr. Laska is working with trustees to help with philanthropy. Philanthropy is very important for us for it may help us with our strategic plans.

One of the main issues coming up is salaries. We need to generate revenue to be able to give raises. We need to strategically plan this.

My thoughts and advice is that this is a unique opportunity to be the master of our own fate. How much distance learning, uptown expansion, etc., do we want to do? This all will affect our strategic planning. All we can count on is change and we need to position ourselves strategically.

I would like to spend some time in the colleges to work on the Strategic Plan so that everyone is involved.

Finally, our distance learning revenue is up this fall. A lot of this revenue is going to faculty, the colleges and UITS. This is good news and a reason why we need to develop a strategic plan and set our priorities.

Announcements from the Senate Executive Officer

Senator Stokes: We will be back in Schuster 130 for the rest of our meetings this academic year.

I also would like to welcome Angela Green to the Faculty Senate. Dr. Green is replacing Josh Eyer.

Old Business

Administrative Salary Study

Handout: Salary Changes for President Staff Members for FY 2010 to 2012 and the Number of \$100,000-Plus Staffers by School

Senator Stokes: Please look at the handout. Most of this information came directly from the President's Staff Members' W2s.

As you can see, most of the President's staff has had increases in salaries between FY 2010 and FY2012. The increase in Dr. Hackett's salary is approximately \$5000 more than the decrease in Dr. Levi's salary in the year of transition. I had hoped that Dr. Mescon would be here to discuss this, however, unfortunately, that is not the case.

It is important to note that these salaries are only those that go through Human Resources. I have put in a request to the Foundation to see how much it is giving for compensation.

Please look at the bottom of the handout: "Number of \$100,000-Plus Staffers by School." The number of \$100,000-Plus staffers at CSU doubled between 2007 and 2010 (from 24 to 46).

Senator Studstill: CSU has had the largest percentage increase in the number of \$100,000-plus staffers than any other university reported on this table.

Senator Stokes: When looking at this table, it is important to note that not all USG universities are represented for they did not report their numbers.

Senator Martin: Do these numbers include revenue generated by online compensation and grants?

Senator Stokes: Yes and the numbers could also include summer teaching revenue. The values that they used do not include travel compensation, but reflect work done by faculty and staff.

Senator Schwartz: I find it hard to believe that some faculty members teaching online are earning enough extra compensation to be able to take home over \$100,000.

Senator Martin: I believe that distance learning compensation could cause this for the people on the upper end of the salary spectrum.

Senator Studstill: We have had almost a 100% increase in salaries over \$100,000 between 2007 and 2010. This is egregious. We make to make it clear that this increase does not reflect faculty raises.

Senator Stokes: These numbers include both faculty and staff who are making over \$100,000 per year.

Senator Schwartz: Can we look at this data one more layer down? It does not look like we are seeing the entire story.

Senator Stokes: We can ask for this information. How far down would you like us to go?

Senator Schwartz: I would like to see the salaries of deans, unit heads, directors of the divisions and assistant vice presidents. May I motion to do this?

Senator Zuiderveen: I second the motion.

Motion passed.

Susan Hrach: Can you also find data about the other end of the spectrum? I feel troubled that my work is not valued. I have not gotten raises and my field does not usually have grants available. I want to see the disparity between both sides of the salary spectrum.

Senator Stokes: The high end is probably represented by just a few selected faculty members who have the ability to apply for grants, etc. I cannot believe that the disparity is that great.

Dan Ross: Increased class size, teaching requirements and other factors are causing faculty members to have greater workloads. The administration seems to be rewarded, however, others are not.

Senator Stokes: At the general faculty meeting in August, the President said that these are tough economic times and that we need to do more with less. However, the administration is not having to do this. On the budget advisory committee, I was told that we are 3 million dollars below our projected income. Academic Affairs is required to cut back its budget because of this. Yet, the administration is getting raises. Why are we seeing this?

Senator Studstill: I would like to see the breakdown of whether this is faculty or administration. I want to know.

Laurie Jones: I can give you a list of the how many \$100,000-plus earners are administration and faculty.

Senator McFalls: It is also important to remember that the Chairs have gone from 10-month contracts to 12-month contracts. That would give a jump in salaries.

Senator Stokes: Laurie, can you break the salaries down to the Chair level?

Florence Wakoko: I find this very disheartening. I am looking forward to a statement that gives me hope. Are there opportunities for faculty to be compensated for what they do? Nothing has been done for so many years. We realize that we have serious problems. Is there hope?

Senator Stokes: After speaking with Chancellor Huckaby two weeks ago, I think that there is hope, but only for the future. The State will give us raises in FY 2014 if revenues continue to grow.

I have heard that one Dean used other revenues to address the really terrible problems in salaries. However, those raises came from soft money and is risky for it may not be available in the years to come.

Senator Owen: Can faculty take an active role in the university's budget decisions?

Senator Stokes: I am on the Budget Advisory Committee and found that it is not really collaborative. I feel that this committee is in existence only to show that that we have one.

Dr. Hackett and a committee are doing a salary study now. Hopefully, once they are finished, they will be able to plan how to give raises to the worse cases. The USG has tried to do a state-wide salary study, however, it was unsuccessful. Georgia Southern did do a salary study which lead to raises.

Senator Vidal: Who approves these salaries increases?

Senator Stokes: The President approves increases, however, it is important to note that he has not gotten one.

Laurie Jones: The President does not need to get state approval for these raises. He is autonomous.

Provost Hackett: We discussed some of these issues this morning at the President's Cabinet meeting. We need to complete the salary study and then deal with the problem

areas. This is a shared governance decision and this is why I have pushed to start the new strategic planning process so that we can set our priorities. We need to look at what we want to be. We need to know where we stand. We need to look at the data. If we want to address these things, what are the revenue models available to us? There is no easy way to do this. I am committed to share governance. We need to decide where the resources go.

Senator Stokes: I hear the rhetoric and the salary study process is slow and we need to make strategic plans to deal with raises. But over the last two years, \$78,597 was given to the administration without any transparency. Another case of this is the new soccer field. I have heard that it cost \$300,000. Who decided to spend that? Who is paying for that?

Senator Owens: It is important to note that some staff positions have been cut. Tom Helton has also refused to tell us what he is spending 1.5 million dollars on. Who is making these decisions? Shared governance is not just pretending to have it.

Senator Zuiderveen: I wonder why should any faculty go to these meetings on the budget? If we are just going to be told how the money is spent and are not part of the decision making process, we don't really have any need to attend. We could just be informed at the Senate meetings

Rita Jones: I am on the salary and budget committees. On the salary study committee, we are studying every position to see who is under and over paid and then we will make decision based on this data. My problem is that the President is not waiting for the study to end. He has already given raises to the administration. Is this ethical? Why cannot these people wait like we are waiting for the salary study? We need this information to make a valid business decision.

Senator Studstill: Can we legally challenge these decisions since the policy is to wait for the salary study to be completed?

Senator Stokes: No. The president has final authority for all salaries.

Committee on Committees

Senator Adams: The committee met a few weeks ago. Senators Shumaker, Condrey and myself are working on the membership lists for the University and Institutional committees. We are asking chairs for membership updates and are encouraging committees that require student members to be sure to recruit them. By the September 19th deadline, we hope to hear back from each committee. We are looking to complete this task before Sept. 30th.

Nicole de Vries: I have updated the committees' rosters online.

Student Evaluation Committee

Handout: Background Information and Instructions for Conducting Student Surveys (Faculty Evaluations)

Handout: Current CSU Course Evaluation Questions

Senator Adams: We did not get a lot of feedback about the Instructions for Conducting Student Surveys. We have addressed security for students who will be processing the evaluation. Please note that the policy currently states:

Students processing course evaluations will be required to sign a confidentiality form and will not be allowed to process surveys in their program of study

To move forward, we need the Faculty Senate to approve the Background Information and Instructions for Conducting Student Surveys (Faculty Evaluations) policy that we talked about during the August meeting.

Please see the handout entitled "Current CSU Course Evaluation Questions." We looked at the current questions and looked at other institutions' surveys. We have decided to hold off of any changes to the ten questions until the Spring 2012 semester. But we have added three open-ended questions (11-13). Question 14 is already on the current evaluation.

We are on a tight timeline. We will need the Faculty Senate to approve the survey right now and also decide if we can add the three open-ended questions.

Senator Owen: The current ten questions have already been approved by the Faculty Senate.

Senator Rogers: What will the night students do?

Senator Owen: In the past, we used to have lock boxes.

Senator Adams: The revised policy states:

If the course is taught off-site (Fort Benning, Oxbow Meadows, West Point), the Social Research Center will provide a stamped, pre-addressed envelope for return of the forms directly to the Social Research Center.

This policy can also apply to night students.

Nicole deVries: Will this policy be applicable to part of term courses, as well?

Barbara Hunt: The policy will apply for any time during the semester.

Nicole deVries: Will the questions change for the shorter terms?

Senator Adams: We will troubleshoot the process for the short terms and then evaluate it for effectiveness.

Senator Parker: Is there a question about what grade do you expect to get?

Senator Adams: No.

Florence Wakoko: Could a student only write “Yes” or “No” for question 14: “Would you like to add any other comments about this class?” Should we revise this question?

Senator Adams: Should we delete this question?

Iris Saltiel: Could we ask for "Any other comments?"

Kyle Christensen: Can we say: “Please provide any additional comments about the course.”

Senator Adams: I move to accept the “Instructions for Conducting Student Surveys (Faculty Evaluations)”.

Senator Owen: I second the motion.

Motion passed.

Senator Adams: Please note that the Academic Council and the Chairs Assembly also need to sign off on this policy.

Senator Adams: I move to accept the new open-ended questions on the course evaluation with the change to revise number 14 to avoid “yes/no” answers.

Senator Owen: I second the motion.

Motion passed.

New Business

Admissions Policy Committee

Handout: Chart Comparing Admissions Standards Administered by CSU: Currently Versus Prior Standards

Senator Stokes: Dr. Irvin could not attend the meeting. I will therefore present the data. The Admissions Policy Committee has gone through a very thorough study of admissions standards using the GPA and SAT scores.

Our enrollment has flat-lined because of our admission requirements have increased. For example, under the new requirements, students must take the COMPASS test for placement and admission purposes. They will be denied admission if they test into all three Learning Support areas or miss the USG-established minimum for any of the three sections.

Senator Hogan: It is important to note that we have fewer students and larger credit hour pool.

Senator Stokes: Yes. This will be better for our formula funding.

Senator Hogan: It does not look like that fact that technical colleges can award Associate Degrees has affected us yet.

Senator Stokes: It looks like they have not ramped up their basic studies programs.

Senator Hogan: The technical colleges have added three new degrees.

Dr. Hackett: I believe that our enrollment dropped by 1/3 in basic studies because of the new admissions standards.

Senator Hogan: The RPG for basic studies is only 15%. We are losing students, but this may have no effect on our retention.

Senator Stokes: We have a 4% rise in the number of graduate students. This is quite good.

Dr. Hackett: This year, we saw a lot of returning students. In August, all of the Chairs called students who were enrolled but had not registered. We hope that the changes in the RPG will affect us well.

Chip Reese: The overall number of credit hours is actually up. This is important for formula funding.

Admissions Appeals Committee

Andres Jauregui was not in attendance.

Research Study

Handout: An Evaluation of the Behavioral Intervention Team for a Georgia Regional University

Chip Reese: I am trying to finish up a doctoral program. I am studying threat assessment programs---like BART. No one is evaluating the programs to see if they are effective. How can you study quantitatively and qualitatively how are we doing with BART? I

would like to conduct the study here at CSU. I have a group of students and staff to participate. I would like to see if Faculty Senate members could also participate. The interview will be 15 to 30 minutes during the qualitative study. I need all the Statement of Consent forms back today.

Senator Zuiderveen: Do you worry that you will talk to more people who are leaders and not the quiet people who will probably not volunteer for your study?

Chip Reese: Yes, I know that this will be a factor.

Changes in the No-Class Period to Facilitate Cross-Campus Schedules

Senator Stokes: As you know, the no class period is set to:

Tuesday/Thursday: 12:30-1:30

Neal McCrillis pointed out that with the split campus, we have people traveling across town to get to meetings and therefore losing 20-30 minutes for transportation. Can we change this? This was put into effect in 1998 and it takes away one meeting time for class.

Senator Stokes: Should we pass this issue onto the Academic Council to create a working group to look into this? Does this seem reasonable?

Rita Jones: It is important to remember that there are student organizations and SGA meetings take place during this time. We also have virtual equipment right now and we need to use the technology that we have to communicate between campuses.

Representative for the Working Group for the Enterprise Risk Management Project

Senator Stokes: This working group studies the liabilities and risks related to university operations.

Senator Zuiderveen: I volunteer.

Senator Schwartz: I second.

Motion passed.

Facility Planning Committee

Senator Stokes: This committee will be working with Sasaki on the space study.

Senator Zuiderveen moved to elect Senators Hogan and Brown to serve on this committee.

Senator Green: I second.

Motion passed.

Research Foundation Board

Senator Martin volunteered.

Undergraduate Research & Experiential Learning Committee

Shamim Khan: The Undergraduate Research & Experiential Learning Committee would like to change its name to “Student Research and Creative Endeavors Committee” (RACE) to broaden its responsibilities to include both undergraduate and graduate activities. We have already been receiving requests from graduate students.

Senator Schwartz: Do the undergraduates and graduate students compete for the same money?

Shamim Khan: Yes, but this is the first time we are doing it so we may want to change the policy this next year.

Last year, we funded a group of graduate students to go to a conference, but mostly we fund undergraduate students.

Senator Stokes: What is the source of the funding?

Shamim Khan: The Provost Office provides us with the grant money. This year we have a budget of \$19,000.

Senator Studstill: Will the acronym be a problem?

Senator Hogan: I move the change the rename of the Undergraduate Research & Experiential Learning Committee to the “Student Research and Creative Endeavors Committee.”

Senator Studstill: I second the motion.

Motion Passed.

Meeting adjourned at 4:32 PM.