

Call to order at 3:04 PM

Senators Present

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

Guests Attending Included

Barbara Buckner, Tina Butcher, Carmen Cavezza, Rajeev Dabke, Monica Frazier, Abraham George, LuMarie Guth, Tom Hackett, Linda Hadley, Tom Helton, Susan Hrach, Barbara Hunt, Floyd Jackson, Andres Jauregui, Laurie Jones, Rita Jones, Jay Knappe, Kayron Laska, Tim Mescon, Clay Nicks, Ellen Roberts, Dan Ross, Iris Saltiel, Lisa Shaw, Gina Sheeks, Geoffrey Shoultz, Gary Sprayberry, Rick Tew, Brian Tyo, Florence Wakoko, Paula Walker

Report from President and/or Provost

Dr. Mescon: I would like to express my thanks to the Counseling Center and other faculty who have helped students to deal with the passing of the student over the weekend. There will be a memorial service in LaGrange tomorrow. We will be going. Counseling sessions have been going on all weekend long. Dan Rose and his team have done a great job.

I passed out the two-year update of the Strategic Plan. It is also online at: http://www.columbusstate.edu/aboutus/strategic_plan.php. I would like to discuss some of the highlights.

The cover page lists the university's vision, mission and values. Following this are the performance reviews for each of the objectives.

Goal 1: Achieve excellence in undergraduate and graduate education to meet student and community needs.

Seeking accreditation has been the goal. The accreditation from NASPAA for the MPA program was headed by Kimberly Gill.

We are also working with the American Chemical Society to achieve its accreditation. There has been both political and academic work on this project. I would like to commend Floyd Jackson on this effort.

The Study Abroad Program has grown by 56%. The new International Fee will help a lot to grow this program. We also have funded a full-time director in the Faculty Center for Enhancement of Teaching and Learning. With the help of Tom Hackett, we have revamped the guidelines for tenure and promotion.

During the period of 2008-2011, our full-time faculty equivalent have increased by 8% and the full-time faculty increased by 6%.

Goal 2: Increase enrollment to 10,000 by fall 2011

We are nowhere near this goal, however, we have had growth in graduate studies. We are flat in regards to headcount, but our credit hour amount has increased which is good for state funding.

Our First Year Experience program is more robust. Terry Irwin is doing a great job. We have had an increase in applications that have been denied for incoming freshman and we have seen a decrease in Basic Studies students. This is all because of our new admissions policy.

We have seen an increase by 50% in our Honors program.

We have also expanded the utilization of the RiverPark campus to accommodate a greater number of students. We have opened a bookstore, health center, counseling center and have greatly expanded the food services at the Cougar Den.

Goal 3: Create more partnerships with academic institutions, government agencies, and businesses consistent with the university's mission

We have partnered with Dr. Tina Cross to garner more than \$5.5 million in grants from the Department of Defense.

We were also awarded the 2010 President's Honor Roll with distinction for "extraordinary and exemplary community service contributions of its students, faculty and staff in meeting critical community and national needs."

Goal 4: Increase external funding and recognition

We have surpassed our annual fund goal with the record of \$2.07 million this year.

Goal 5: Provide a best-in-class technology platform and information-based services.

We have created a 100% wireless footprint and increased fiber access to Fort Benning.

Headed by Jay Knape, we moved over 130,000 individual webpages to our new domain: www.ColumbusState.edu.

This year's Distance Learning conference was a huge success.

Now, I would like to comment on some of the questions that were posed to me by the Faculty Senate Executive Committee.

The Chancellor's visit

The Chancellor's visit, from day 1, was communicated in a very structured, professional and organized manner both to the Cabinet as well as to the Deans. Originally, he was planning to only meet with students but on August 18 guidance was provided to prepare a meeting with the Cabinet including all Deans and separate faculty and student groups. Please understand that for over one year the cabinet has included the EO of the Faculty Senate, the Chair of the Chairs Assembly, the Chair of Staff Council and the SGA President. At no point during the entire preparation process leading to the visit did we receive any guidance, directions, or thoughtful recommendations on adding participants to the process. Not one time. I am certain the Chancellor will return and if there are improvements to the visitation process please don't hesitate to let us know.

Based on the faculty meeting, the Chancellor asked Earl Coleman to be the faculty representative in a committee at the Board of Regents.

The new ball field

Now I would like to talk about the campus beautification process that was approved by the City of Columbus at the historic Lindsey Creek entrance. This along with a host of other summer efforts was communicated via email to the campus in May.

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From e-mail:

We typically undertake a variety of construction projects around campus during the summer so as to cause the least disruption as possible, and to also get the campus ready for a new fall semester.

This summer is no different, and as you have probably noticed, there is a lot going on, funded by maintenance and renovation monies, stimulus grants or construction funds that cannot be used for personnel expenses. Here are some of the things we're doing:

- *Landscaping the entrance to Columbus State University from East Lindsay Drive, improving drainage and following the landscaping master plan to create larger usable green spaces on campus. This will be for athletic and student use.*

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Projects this summer and ongoing have been vast and have attempted to address years of deferred maintenance and renovation of classroom, laboratory and recreational facilities.

Projects include:

- Lenoir Hall- A major painting, floor improvement, lighting, and chemistry computing laboratory enhancement continues. Our records show that this may be the first time in 20 years renovations have taken place of this nature in Lenoir.
- Clearview Circle construction on laboratories for Earth and Space Science. Great adaptive reuse of this building.
- Ilges Hall is nearing completion. Major renovation by the School of Nursing is necessary and required in a competitive academic marketplace.
- CCT underwent some stunning renovation this summer on the 3rd floor building out some extraordinary graduate classrooms.
- Sound and light system in Davidson auditorium. A major enhancement of highly utilized space.
- The major renovation and reconstruction of the Health and Safety building now health and wellness. New offices, labs and workout space for the Exercise Science Program.
- New admissions recruiting area and offices for Enrollment Management in University Hall has opened.
- New 24/7 computer labs in the Dillingham Building replacing our former commercial tenant The Galleria.
- New classrooms in the old Health and Safety Gymnasium.
- Air conditioning of Woodruff Gym and installation of artificial turf donated by City of Columbus.
- Replacement of Popeye's with Chick-fil-A.
- Opening of grand expansion of Oxbow Meadows.
- Installation of fiber to Oxbow Meadows by AT&T.
- Ongoing multiyear MMR renovation of Schwob Library.
- Probably construction of 60 or so beds at RiverPark campus by Foundation Properties.

The new ball field will be a student multipurpose field available to all CSU students and student groups for organized activities. The campus maps will be updated to include it. The field will be maintained by the Head of Athletics. It will be used by a first come first served basis. However, during the soccer season, soccer will take precedence.

Provost search

The committee has been created and an e-mail has been sent to notify the members of their acceptance. Dean Lanoue is chairing the committee.

Are there any questions?

Senator Schwartz: How much did the new ball field cost and where did the money come from?

Dr. Mescon: I am not sure. Can you please help with this, Tom [Helton]?

Tom Helton: I do not know how much the field cost. I believe that the source of funds was year-end money from the year before. I will find out a more definitive answer for you.

Senator Martin: Why is there a different procedure for using this field?

Gina Sheeks: Jay Sparks asked to manage it. He has an administrative assistant who will be happy to schedule the field.

Senator Martin: This could be a conflict of interest for the other field is managed through student services. How will this be communicated to the students? Right now, it sounds like the new field is restricted.

Dr. Mescon: The Athletics Department allows club and intramural usage of its facilities, such as the tennis courts.

Senator Stokes: What was the role of the city in this project?

Tom Helton: The city did not pay for the project, but it gave us the permission to do it. The bushes out at front are regulated by the DOT.

Senator Studstill: From where did the funds come for the library renovation?

Dr. Mescon: MRR funds are designated for special projects. What is needed for the library is well above normal allocation for building renovations.

Senator Studstill: I see. This money comes from the BOR.

Senator Stokes: In the past, when the former Chancellor used to visit, everyone could meet with him. How did we select the faculty and students to be campus-wide representatives?

Tom Hackett: I selected representatives from each college to make sure that we had a broad-based representation.

Senator Studstill: Can we ask the Chancellor to come back again to have a more open forum?

Dr. Mescon: That is fine. There is now a representative group that Glenn sits on that also represents the campus. So far, the Chancellor has been to half of the campuses. Tom Hackett did a great job in making sure that there was great campus-wide representation for this meeting.

Senator Studstill: My concern is about the Chancellor himself. In the past, our Chancellors have been more inviting.

Senator Zuiderveen: We need to figure out what we will ask him.

Senator Schwartz: I felt left out of this process.

Senator Schwartz: I move to send a request to invite the Chancellor to come again to campus for us to talk to him in an open meeting.

Senator Brown: I second the motion.

Motion passed.

Gina Sheeks: We did invite 65 students and we had about 50 that came that day. We also provided transportation to the RiverPark campus. We had 25 majors represented.

Senator Studstill: When the previous Chancellor did meet with us, it was a great opportunity to talk to him.

Senator Vidal: If the Chancellor can visit with us, I would like to conduct the visit on the main campus.

Announcements from the Senate Executive Officer

Senator Stokes: I have one announcement about the enrollment numbers reported in the August meeting. These numbers were not accurate. We will look at this during our November meeting.

Old Business

Administration Salary Study

Handout: Salary Changes for President's Staff Members for FY 2010 to 2012

Senator Stokes: The first page of the handout is the print-out from the original report. The request from the September meeting was to go down to the level of dean and associate dean. This data is on the second page.

As you can see, a total of \$160,000 has been given out over the last two years for raises.

The third page of the handout outlines the supplementary benefits provided by the University Foundation.

Since this report was created, there are now 18 members of the administration who are making over \$100,000 a year.

For the average faculty salaries by rank, there was nothing that I could find except during the Fall 2008 semester. Out of the 13 universities that are our peers, we are 8th for professors, 7th for associate professors and 12th for assistant professors in terms of salaries.

Senator Condrey: How does Provost Hackett's salary compare with Dr. Levy's salary?

Senator Stokes: I was focusing on changes. However, Dr. Hackett is making a lot less money than Dr. Levy did.

Senator Stokes: My question is this: why are these people getting increases and we were told that there is no money for raises. This August, we were also told that we need to do more with less to attract more students.

Dr. Mescon: What I repeated is what the system office said about faculty increases.

We have said to the Deans that they can allocate their revenues anyway that they want at the college levels. This includes using the money for raises.

Senator Stokes: I understand that. It is an entrepreneurship model. We are raising our own money which is soft money. My question is that in the budget advisory committee, we were told by Mr. Helton that we had to cover 1.5 million of fall-out money.

Dr. Mescon: The data that you shared does not show faculty who have received salaries. We have given this data to you, but you did not share this with the Senate. Some Deans have been aggressive to give faculty salaries. The Deans have a lot of money. Distance Learning revenue is consistent. I understand that we talked about this for months and months. When we were about to lose key leadership, we increased salaries to keep these people. We have made a commitment to help staff at the lowest levels in salaries. We are also increasing the pay for adjuncts. We have tried to make small adjustments throughout the year. If you look at the balance in funding that goes to faculty, we have tried to provide accommodation to faculty who want to teach distance learning courses or teach during the summer. During the summer that I came in, the decision was made to give net earnings of summer to only one college. This past summer, 1 million will be

given to Deans to use as they see fit. Summer revenues are very predictable. There is an ongoing interest in providing us with a revenue stream. The salary committee will also help us to improve salaries.

Senator Stokes: Why did the administration not have to wait until the salary study was completed to receive raises? I know that we have that revenue stream in the summer, but Mr. Helton told us that we need to come up with \$1.5 million or lose positions. This forces us to do more with less.

Dr. Mescon: We have done a remarkable job.

Senator Studstill: We have not had a raise in 3 years! Dr. Mescon said that there is a lot of money going to faculty. Where is it?

Senator Studstill: How many faculty are making over \$100,000 a year?

Laurie Jones: There were about 46 who made over \$90,000 in 2010, mostly regular faculty but some chairs. This number does not include deans.

Senator Studstill: We are out there in the trenches generating this money, and we are not getting raises. This is not encouraging.

Senator Zuiderveen: When your summer class gets cut, you do not get this revenue.

Senator Schwartz: I do not think that the Deans have been getting a lot of resources and also have not been dispersing them to base salaries. In my department, summer classes are being reduced.

Laurie Jones: Last year, 16 percent of faculty received raises and promotion increases. 28 percent of staff received raises for promotion and equity.

Senator Martin: What percentage of the 16% of faculty who received raises wasn't based on promotion?

Dr. Mescon: What do you mean?

Senator Schwartz: What percentage was based on equity and not promotion?

Senator Condrey: How is equity determined?

Laurie Jones: We use equity to address the largest discrepancies in salaries.

Dr. Mescon: For example, in nursing, we made adjustments based on market pressures intentionally.

Senator Condrey: I know what our equity is in nursing, but where is everyone else receiving equity data?

Dr. Mescon: The salary study includes aspirant institutions for we want to reach these. The aspirants were given to us by the USG.

Senator Vidal: For the past two and a half years that I have been on the Faculty Senate we have been told by this administration about the fiscal crises confronting the state of Georgia and this university and that we were all in this together---that we were all facing austerity together. But this information is really distressing. There used to be a stipulation that a university must receive BOR approval for raises over 10%. Is this still in place?

Dr. Mescon: No system-wide approval is needed right now.

Senator Studstill: Shouldn't universities limit the size of their distance learning courses to 30 to ensure quality?

Dr. Mescon: There was an article in the *New York Times* about a professor at Stanford University who is teaching a class online with 130,000 students.

Senator Studstill: I asked Dr. Thomas Cavanagh about the two things in distance learning classes that are the most important. He stated that they are how the course is constructed and how quickly faculty respond to students.

Dr. Mescon: I wouldn't want to speak for a professor at Stanford.

Senator Vidal: Given the austerity we are all facing, could you, or can you, give justification for these 12, 17, 20 percent salary increases?

Dr. Mescon: In most of these cases, such raises are required to keep talent and appropriate leadership in place at the university. This is important.

Dan Ross: Morale has really lessened again. The process seems too strange and inexplicable. For example, we have a performance review and that did not matter in terms of raises. But apparently, there is money for raises. Secondly, some of our departments lost very talented people and there were no attempts to keep these people.

Dr. Mescon: This is not the case. I helped the Deans to make counter proposals to keep faculty. There were a number of cases in which this had occurred. We do the same thing that we do for staff--everyone who we need, we will keep. I will remind everyone, that in the system, we do not have cost of living or across the board salaries. There are only merit raises. I am hoping that what will come out of the salary study will be a recommendation to allocate funds to start to address some of these issues.

Senator Studstill: This is not the merit system. It depends on if you have an offer from a different university.

Dr. Mescon: We hope that the salary study will help us to award merit raises. There was no specific metric in the past. For the one year when it was not 5%, it was \$2500. We should see if we can retroact it.

Senator Zuiderveen: It was \$2500 going from assistant to associate and \$5000 going from associate to full. But last year, it was \$5000 going from assistant to associate.

Dr. Hackett: I implemented this.

Dr. Wakoko: I have an appeal. First I would like to commend Dr. Mescon for giving faculty extra money for teaching online. I was very underpaid here until I started teaching Distance Learning classes. I worked so hard to get the PhD. I thought that this would provide me with a good salary. I have to pay for my two children to study here and I am struggling. My appeal is that this is a very critical issue. It does not make me happy that my administrative colleagues make more money than I. I go to meetings and teach 4 classes a semester. Let's look at the data to work within departments.

Senator Stokes: I hope that the salary study report helps us to solve this problem.

Salary Study Committee Report

Laurie Jones: Phillip Blount from Blount and Associates will be helping us with the salary study.

Phillip Blount: We are glad to be on campus. We have done this for a long time and will be working with faculty, administration, and staff. We will do external comparisons which are appropriate and will position the university to make informed decisions to help solve these salary problems. I will be meeting with the salary committee tomorrow. We are early in the process and have done this a lot.

Andres Jauregui: How long will the study take?

Phillip Blount: Four to six months. The first draft should be completed during the four to five month period.

Senator Studstill: What values do you bring to the study?

Phillip Blount: We look at rank, tenure, course load, and other qualifications. For the staff, we look at responsibilities, experience level, and other factors. We will use extensive market data of peer and aspirant universities.

Senator Keskin: Will you do the comparison by college?

Phillip Blount: No. We will look at individual salaries.

Administration Evaluation Committee Report

Greg Blalock: Data should be going out in about 2 weeks. We are looking at how we want to restructure it for this year. We would like to set it up for the mid-spring semester.

New BusinessCougarWorks

Lisa Shaw: When you sign into CougarNet, you will see CougarWorks or MapWorks. This is a retention tool that the university is using. Nicole De Vries uploaded all of our students who are matriculating this fall and they received a survey to see who is at risk. This is very new to us. We are looking at Freshman participating in the First Year Experience.

I have one specific success story to share with you. On one survey, a nursing student wrote that she is homesick and not doing well in classes and was thinking about leaving. I contacted her to see if she can talk. I was working in COEHP, and found out that one faculty member taught her in high school. We then looked at her schedule so that the faculty member could meet with her. After that, the student decided to stay.

Senator Stokes: There was some concern that when faculty members went into CougarNet, they could click on student names who are at-risk. Is this a FERPA violation?

Tina Butcher: Privacy issues are related to a legitimate educational interest. With FERPA, as long as someone has a legitimate educational interest, then you are not violating it.

Senator Kushkin: Do students know that this information is being shared to everyone?

Tina Butcher: Yes. They do know.

Senator Blalock: MapWorks have been used at other institutions. What are the return rates for this?

Lisa Shaw: There was a 44% completion rate during this Fall.

Tina Butcher: Nicole DeVries uploaded students at a given point of time. Because students' schedules may have changed, you may have access to information that does not apply to your students.

Senator Shumaker: We are using MapWorks right now with our students. Are there any limitations for us to follow up with them?

Lisa Shaw: There are no limitations.

Lisa Shaw: We will e-mail the faculty for training soon.

E-Mail Change Over

Senator Stokes: What do people get back when they send an e-mail to the old colstate.edu address?

Abraham George: They receive an error message. It is:

Delivery to the following recipient failed permanently:

lastname_firstname@colstate.edu

Technical details of permanent failure:

DNS Error: Domain name not found

Senator Rogers: Does the message also tell about the new domain name?

Abraham George: No, that domain expired as of August 5th.

Readmissions Appeals Committee

PowerPoint presentation

Andres Jauregui: It is hard to find out what happened to these students who went through the process. There are no figures to determine this. Because we are focused on retention, maybe we should do something about this.

Rita Jones: I headed this committee once and tried to find this data. It took a lot of man hours and the success was miniscule.

Dr. Mescon: The 6-year graduation rate for basic study students is 13%. This data is trackable via Banner.

Senator Schwartz: It is great to track them, but it would be great to do a study of those who do graduate to see how they did so.

Senator Hogen: We would be better off identifying these students before they flunk out. The MapWorks may be the key in doing this.

Senator Martin: I served on this committee when Rita Jones served. We put together procedures and had the same questions about what is the success rate of students that we do readmit.

Andres Jauregui: It is hard to distinguish who will make it or who will not. We have to do something about the students.

Senator Stokes: Is there a charge that we would like to give to the committee? We see these results every year.

Dr. Mescon: Last year you could come here with a 1.8 GPA. This fall, a 2.3 GPA is the minimum.

Question: Does this apply to transfer students? I once had a student who transferred with a 0.00 GPA.

Dr. Mescon: No, this does not apply to transfers. However, you can tell a student that she/he doesn't belong here with a transfer GPA of 0.00. We have a new director of Enrollment Management. I encourage you to send him an e-mail.

The International Education Committee Report will be discussed during the November meeting.

Meeting adjourned at 5:09 PM.