

4-20-2015

# April 20, 2015 Armstrong Faculty Senate Agenda

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**Armstrong State University**  
**Faculty Senate Meeting**  
**Agenda of April 20, 2015**  
**Student Union, Ballroom A, 3:00 p.m.**

- I. Pre-Senate Working Session (3:00–3:30 p.m.)
- II. Call to Order
- III. Senate Action
  - A. Approval of Minutes from [March 23, 2015](#) Faculty Senate Meeting
  - B. Brief remarks from Dr. Linda Bleicken, President
  - C. Old Business
    - 1. Outcome of Bills/Resolutions
      - i. [FSB 2014-05-12-01](#) Institutional Accountability, Transparency and Communication
        - a. Joint Leadership Team summary 3.31.15 (Appendix B)
        - b. Faculty and Staff Vacancy Report 4.2.15 (Appendix C)
        - c. Faculty and Staff Vacancy Report 4.13.15 (Appendix D)
    - 2. USG Faculty Council
      - i. Notes from March 21, 2015 meeting (Appendix E)
      - ii. Resolutions/Recommendations and Armstrong vote (Appendix F)
    - 3. Other Old Business
      - i. FSB-2015-01-26-03 Budget Planning Bill (revised) (Appendix G)
      - ii. FSB-2015-03-23-02 Academic Bullying and Hazing (Appendix H)
      - iii. Candidates for Faculty Senate Leadership
  - D. New Business
    - 1. Committee Reports
      - i. University Curriculum Committee
        - a. Meeting Minutes and Curriculum Changes (Appendix A)
      - ii. Governance Committee
      - iii. Academic Standards
      - iv. Education Technology
      - v. Faculty Welfare
      - vi. Planning, Budget, and Facilities
      - vii. Student Success
    - 2. Other New Business
  - E. Senate Information and Announcements
    - 1. Faculty-wide vote for Senate Constitution and Bylaws changes
      - i. Please vote between April 20 and April 27, 2015
      - ii. Questions: contact [governance.senate@armstrong.edu](mailto:governance.senate@armstrong.edu)
    - 2. Update on Dean's search for the College of Education (Ela Kaye Eley)
    - 3. Announcements (from the floor)
    - 4. Send Committee meeting dates/minutes to [faculty.senate@armstrong.edu](mailto:faculty.senate@armstrong.edu)
- IV. Adjournment

# Armstrong

UNIVERSITY CURRICULUM COMMITTEE  
University Hall 282  
Minutes, April 1, 2015

**PRESENT:** Suzanne Carpenter, Becky da Cruz, Mirari Elcoro, Katrina Embrey, Sara Gremillion (vice chair), Jackie Kim, David Lake (chair), Kam Fui Lau, Anthony Parish, Julie Swanstrom, James Todesca, Phyllis Fulton (Catalog Editor)

**ABSENT:** Myka Campbell, Robert Harris

**GUESTS:** Donna Brooks, Brent Feske, Delana Gajdosik-Nivens, Rock McCaskill, Sandy Streater, Teresa Winterhalter

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**CALL TO ORDER.** The meeting was called to order at 3:00 p.m. by Dr. David Lake.

**APPROVAL OF MINUTES.** The minutes of March 4, 2015 were approved as presented.

## ITEMS

- I. College of Education (no items)
- II. College of Health Professions (no items)

### III. College of Liberal Arts

- A. Art, Music, and Theatre (no items)
- B. Criminal Justice, Social, and Political Science (no items)
- C. Economics (no items)
- D. Gender Studies (no items)
- E. History (no items)
- F. Languages, Literature, & Philosophy (no items)

### G. Liberal Studies

*Item 1 from the Liberal Studies program was discussed and approved by the committee. It is being submitted to the Faculty Senate for approval.*

1. **Modify the following program of study:**

**PROGRAM FOR THE DEGREE OF ASSOCIATE OF ARTS**

**A. General Requirements (Core Areas A, B, C, D.I, and E) 42 hours**

Physical Education .....2 hours

First-Year Seminar ..... 1 hour

**B. Additional Requirements .....18 hours**

COMM 2280 Speech Communication

Fifteen ~~credit~~~~additional semester~~ hours of electives. ~~or courses in the area of concentration~~ Students planning work toward a baccalaureate degree should select courses that meet listed requirements of that degree program.

Rationale: Clarity of language.

**Effective Term: Fall 2015**

H. Honors Program (no items)

**IV. College of Science and Technology**

A. Biology (no items)

**B. Chemistry and Physics**

*Items 1-6 from the Department of Chemistry and Physics were discussed and approved by the committee. They are being submitted to the Faculty Senate for approval.*

Rationale for items 1-6: The non-major students to whom these courses are targets take are increasing taking MATH 1001, not MATH 1111. In addition, with new learning support mathematics changes, many students will no longer be eligible for MATH 1111 if they do not take a learning support course with it. The prediction is these students likely will opt for MATH 1001 rather than take MATH 1111 and the remediation course. Thus, many students who may be interested in our core offerings will no longer be able to take the courses above if the pre-req is not changed. This pre-requisite change will allow those students who presently are not eligible to take our core course offerings to enroll in the courses below. (Note: this proposed pre-requisite would be in line with our current pre-requisite structure for SCIE 1212 in our curriculum).

**Effective Term: Fall 2015 (none of these courses are being offered in Fall 2015)**

1. **Modify the following prerequisites:**

**ASTR 1010 ASTRONOMY OF THE SOLAR SYSTEM**

**3-0-3**

Prerequisite: eligibility for **MATH 1001** or MATH 1111

- 2. **Modify the following prerequisites:**  
**ASTR 1020 STELLAR AND GALACTIC ASTRONOMY** 3-0-3  
 Prerequisite: eligibility for **MATH 1001** or MATH 1111
  
- 3. **Modify the following prerequisites:**  
**ASTR 3000 INTRODUCTION TO THE UNIVERSE** 3-0-3  
 Prerequisite: eligibility for **MATH 1001** or MATH 1111
  
- 4. **Modify the following prerequisites:**  
**GEOL 2010 INTRODUCTION TO PHYSICAL GEOLOGY** 3-0-3  
 Prerequisite: eligibility for **MATH 1001** or MATH 1111
  
- 5. **Modify the following prerequisites:**  
**GEOL 2010H HONORS PHYSICAL GEOLOGY** 3-3-4  
 Prerequisite: eligibility for **MATH 1001** or MATH 1111
  
- 6. **Modify the following prerequisites:**  
**GEOL 3100 INTRODUCTION TO HISTORICAL GEOLOGY** 3-0-3  
 Prerequisite: eligibility for **MATH 1001** or MATH 1111

### C. Computer Science and Information Technology

*Items 1-3 from the Department of Computer Science and Information Technology were discussed and approved by the committee. They are being submitted to the Faculty Senate for approval.*

- 1. **Modify the following program of study:**

#### **Cyber Security Minor**

Cyber Security ..... ~~24~~18 hours  
~~CSCI 1150~~, CSCI 2070, ~~CRJU~~ITEC 3700, ~~CRJU~~ITEC 4200, ~~CRJU~~ITEC 4300  
 One course selected from: ITEC 1310, CSCI 1301  
 One course selected from: CRJU 3300, CRJU 3500, CRJU 3600, CRJU 5500U

Rationale: (Note: This minor was revised at the 11/5/14 meeting, but requires further revision). Removing CSCI 1150 (not prerequisite for any of these courses) to bring the minor down to the 18-hour maximum. Removing CRJU cross-listing because these courses have not been created yet.

**Effective Term: Fall 2015**

## 2. Modify the following program of study:

### PROGRAM FOR THE DEGREE OF BACHELOR OF INFORMATION TECHNOLOGY

B. Major Field Courses .....	36 hours
CSCI 2070 – Ethical Considerations in Computer Science	
<b>CSCI 3301</b> <del>CSCI 2201</del> – UNIX and Secure Web Development	
ITEC 2530 – Operating Systems	
ITEC 3500 – Database Administration	
ITEC 3600 – Systems Analysis and Design	
ITEC 3700 – Cyber Security I	
ITEC 3710 – E-commerce	
ITEC 3800 – Data Communications and Networks	
ITEC 4391 – Senior Capstone Project I	
ITEC 4392 – Senior Capstone Project II	
ITEC 4770 – Client/Server Systems	
ITEC 4800 – Network Design and Administration	
ITEC 4830 – Graphics Design	

Rationale: In the 2011-2012 academic year, CSCI 2201 was changed to CSCI 3301. This was reflected in the one IT course for which it is a prerequisite, ITEC 3710, but for some reason, this was never changed in the Program of Study. It is changed now. Note: the Program for the Degree in this proposal has been changed to reflect the already approved change of ITEC 5001U to ITEC 3700.

**Effective Term: Fall 2015**

## 3. Modify the following course:

**CSCI 2625 DISCRETE STRUCTURES FOR COMPUTER SCIENCE 3-0-3**  
Prerequisite: CSCI 1302 ~~and MATH 1161~~

Rationale: The material in Discrete Structures requires a knowledge of Pre-Calculus (MATH 1113), rather than Calculus (MATH 1161). Previously, MATH 1161 was added as the prerequisite (instead of MATH 1113) because it is required separately for the Computer Science major, and this did not cause any difficulty for students getting the extra math experience before taking Discrete Structures. Discrete Structures is itself a prerequisite to a number of mainstream Computer Science courses, and thus the MATH 1161 prerequisite illogically prohibits capable students (in particular, Information Technology students), who would like to earn a minor in Computer Science, from doing so. Removing the MATH 1161 prerequisite will allow CSCI 2625 to remain as one of the four possible courses in mathematics in Information Technology's Area F.

**Effective Term: Fall 2015**

D. Engineering Studies (no items)

E. Mathematics (no items)

F. Psychology (no items)

## OTHER BUSINESS

### A. Informational Item: Administrative approval by UCC Chair

The following items were submitted with the items from the Department of Chemistry and Physics listed above. These classes are being offered in Fall 2015 and must have the prerequisite change starting in that semester for the reasons in the rationale given for items IV.B.1-6. Since the start of registration is concurrent with this UCC meeting, Dr. David Lake approved these two items on behalf of the committee in order to give the Registrar's Office time to update the prerequisites before the start of registration.

#### A1. Modify the following course:

**CHEM 1151 SURVEY OF CHEMISTRY I**

**3-0-3**

Prerequisite: eligibility for **MATH 1001** or MATH 1111

**Effective Term: Fall 2015**

#### A2. Modify the following course:

**CHEM 1151L SURVEY OF CHEMISTRY I LABORATORY**

**0-3-1**

Prerequisite: eligibility for **MATH 1001** or MATH 1111

Prerequisite or corequisite: CHEM 1151

**Effective Term: Fall 2015**

#### A3. Modify the following course:

**PHSC 1211 PHYSICAL ENVIRONMENT**

**3-0-3**

Prerequisite: eligibility for **MATH 1001** or MATH 1111

**Effective Term: Fall 2015**

**ADJOURNMENT.** The meeting was adjourned at 3:13 p.m.

Respectfully submitted,

Phyllis L. Fulton  
Catalog Editor and Secretary to the Committee

**Joint Leadership Team****March 31, 2015****Summary**

**Attendees:** L. Bleicken, C. Corrigan, L. Davis, E. Desnoyers-Colas, A. Heaston, R. Howard, B. Kelso, G. Lewis, L. Mills, C. Nunez, C. Padgett, P. Potter, C. Ruch, A. Thompson, D. Ward, D. Wheeler, J. Wong

**Guests:** Nashia Whittenburg, Pete Hoffman

**SPARC II Update**

Nashia Whittenburg and Pete Hoffman, co-chairs of SPARC II, shared that a five-year review of the strategic plan would be conducted by SPARC II. The review will examine what has been accomplished in the last five years and what still remains to be addressed. Two documents will be generated from the review, a report for President's Cabinet and a brochure for Fall 2015 Convocation. The current membership for SPARC II may be found at [http://www.armstrong.edu/Departments/sparc/sparc\\_members](http://www.armstrong.edu/Departments/sparc/sparc_members).

**Paint the Town Maroon**

Bill Kelso shared that Armstrong celebrated the second annual Paint the Town Maroon on March 27 with a rally in Johnson Square. Paint the Town Maroon raised more than \$90,000 to support student scholarships, surpassing its \$75,000 goal. Kaitlyn Slate led the initiative from Advancement.

**Savannah Asian Cultural Festival**

Armstrong and the City of Savannah's Department of Cultural Affairs presented the 2015 Savannah Asian Cultural Festival on March 27-28. The events were hosted for the first time on Armstrong's campus. Georj Lewis reported that more than 500 individuals attended the Friday evening Arya Indian Dance performance and more than 4,000 people attended the Saturday festival. The festival offered live performances, educational workshops, Asian cuisine, and a cultural marketplace. Photos of the festival may be viewed at <http://savannahnow.com/slideshow/2015-03-29/2015-asian-cultural-festival#slide-1>.

**Outdoor Arts Festival**

Armstrong's Department of Art, Music, and Theatre (AMT) held its annual Outdoor Arts Festival on March 28. David Wheeler shared that the festival engaged 120 Armstrong students and faculty in the community outreach project. Attendees enjoyed live music and theater performances, hands-on arts activities, and art exhibitions. The Outdoor Arts Festival was held in conjunction with the Savannah Asian Cultural Festival. Dr. Wheeler indicated that AMT was pleased with this collaboration and would like to explore the same type of partnership for next year.

**Annual Regents' Scholarship Gala**

Bill Kelso reported that the annual Regents' Scholarship Gala was held March 28. The USG Foundation raised more than \$1,000,000 for scholarships. The gala also honored faculty, alumni, and one individual with a lifetime achievement award for leadership and support of higher education. Information about the gala may be found at [http://www.usg.edu/news/release/usg\\_foundation\\_raises\\_more\\_than\\_1\\_million\\_for\\_needs\\_based\\_scholarships](http://www.usg.edu/news/release/usg_foundation_raises_more_than_1_million_for_needs_based_scholarships). Information about the Regents' Teaching Excellence and Scholarship of Teaching and Learning Awards may be found at [http://www.usg.edu/faculty\\_affairs/awards](http://www.usg.edu/faculty_affairs/awards).



## **Enrollment Management**

### **Final Spring 2015**

The final Spring 2015 enrollment is 6661 (target of 6710), up 0.1% in comparison to one year ago. The enrollment of 6661 is comprised of 692 new students (target of 618) and 5969 continuing students (target of 6092). The retention of first-time full-time freshmen from fall to spring is 90%, up 2% in comparison to one year ago. A First-Year Honors Reception was held March 30, honoring 37 freshmen that received a Fall 2014 semester grade point average of 4.0. The goal is to charter a chapter of the Phi Eta Sigma National Honor Society for first-year college students.

### **Summer 2015**

As of March 31, Summer 2015 enrollment was 2402, down 4.42% in comparison to one year ago. It was noted that students who attend summer school persist and graduate at higher rates. Strategies for enlarging summer enrollment were discussed.

### **Fall 2015**

The enrollment target for Fall 2015 is 7272. As of March 31, Fall 2015 enrollment was 239, down 12.13% in comparison to one year ago. As of March 30, freshmen applications are up by 25.3%, completed applications are up by 11.7%, and admits are up by 13.2%. Graduate applications are up by 53.2%, completed applications are down by 19.8%, and admits are down by 36.0%. Transfer applications are down by 27.2%, completed applications are down by 17.3%, and admits are down by 16.4%. Admissions continues its yield efforts by hosting "Transfer Fridays" and yield receptions in Atlanta (April 23) and Augusta (April 30). Postcards were sent to all parents of admitted students from South Carolina and Florida sharing the news of the out-of-state tuition waiver. Ongoing communications continue with all students accepted to Armstrong.

## **2015 Legislative Priorities**

Linda Bleicken reported that \$1.8 million in design funding for Armstrong's College of Health Professions building was included in the budget submitted to Governor Deal. Chris Corrigan reported that the submitted budget also included 0.5% for merit raise increases.

## **Savannah Graduates**

*Savannah Graduates* is a community-wide collaboration with a goal of increasing the completion of high-quality degrees and certificates in Savannah-Chatham County to 48%, totaling 85,000 individuals. Dr. Joe Buck has been named the Executive Champion of the initiative. Ms. Kristin Boylston has been named the Project Manager, replacing Ms. Melody Rodriguez who left *Savannah Graduates* to complete her doctoral studies. More information on the initiative may be found at <http://savannahgraduates.com/>.

## **Updates**

### **Faculty Senate**

Cliff Padgett reported that elections are underway for open Faculty Senate positions. Faculty members are also voting on one amendment to the Faculty Senate Constitution and four amendments to the Bylaws of the Faculty Senate.

**Staff Council**

Laura Mills reported that nominations opened for five positions on March 30. A CPR and AED training session was held on March 23 with a second one scheduled for April 27 from 10:00-11:00am in the Student Union Ballroom A. RSVP to [staff.council@armstrong.edu](mailto:staff.council@armstrong.edu) to reserve a spot. She also shared that Staff Council is holding a spring fundraiser for the Shelley Merrick Textbook Scholarship by selling Gigi's Cupcakes. Orders may be placed at [http://www.armstrong.edu/index.php/Give/give\\_staff\\_council\\_cupcake\\_sale](http://www.armstrong.edu/index.php/Give/give_staff_council_cupcake_sale). The Spring Assembly is scheduled for April 22 from 9:00-11:00am with speakers from the Ossabaw Island Foundation. The Council is in the early stages of planning for the Staff Thank You Luncheon.

**SGA**

Cassian Nunez reported that campaigning has started for the SGA elections. The SGA debate is scheduled for April 6 at 7:00pm in the MCC Food Court. The Migos concert will be held April 17 at 8:00pm in the Alumni Arena. The ROTC Commissioning Ceremony is scheduled for May 9 at 6:00pm at the Savannah Trade and Convention Center. The speaker is Lieutenant General Cardon.

**Additional Items/Announcements**

Moveable Feast Finale—*The Emergence of Modernism: Art between the Wars*, April 2, 6:30pm, Fine Arts Auditorium

COLA Award Presentation and Social Gathering (invitation only)—April 10, 3:00pm, Armstrong Center Ballroom

David Wheeler announced the event will feature the inaugural presentation of the 2014-2015 Outstanding Faculty Award.

Science on Tap—*Happy Tax Day! Is Your Identity Still Secure?*, April 15, 6:00pm, Savannah Coffee Roasters

Mark Finlay Memorial Lecture—*Stewardship & Partnerships* with Chuck Leavell, May 1, 7:00pm, Fine Arts Auditorium

Jane Wong announced that the CST Dean's Award for Outstanding Faculty Accomplishments will be presented May 8.

**Next Meeting:** April 28 at 9:00 am in the Burnett Hall Boardroom

Faculty and Staff Personnel Requests 4/2/2015

PR RECEIVED	INITIATED BY	NEW/EXISTING	STAFF	VACATE DATE	POSITION VAC BY:	TITLE	BUDGET IN PLACE?	NEW FUNDS NEEDED?	60-Day Hold?
3/26/2015	Associate CIO	New	Staff	New	(Re-organization)	IT Business Analyst	Yes	No	No
3/28/2015	Director of Academic Orientation & Advisement	Existing	Staff	4/17/2015	Brittany Gordon	Academic Advisor & Student Success Coordinator	Yes	No	No
3/28/2015	Director of Admissions	Existing	Staff	5/21/2015	Andrew Hoke	Administrative Assistant III	Yes	No	No
3/28/2015	Associate Director of Admissions	Existing	Admin/Professional	4/24/2015	Henry Herbert	Admissions Enrollment Counselor	Yes	No	No
3/30/2015	Director Liberty Center	New	Admin/Professional	New	New	Military Education Coordinator	Yes	Yes	No
4/1/2015	Art, Music & Theatre Dept. Head	Existing	Faculty	5/15/2015	Carey Adams	Temporary Instructor of Communication	Yes	No	No
4/1/2015	Computer Sci & Info Tech	Existing	Faculty	5/15/2015	Joy Reed	Associate Professor, Assistant Professor, or Lecturer	Yes	No	No

**Faculty and Staff Personnel Requests 4/13/2015**

PR RECEIVED	INITIATED BY	NEW/EXISTING	STAFF	VACATE DATE	POSITION VAC BY:	TITLE	BUDGET IN PLACE?	NEW FUNDS NEEDED?	60-Day Hold?
4/8/2015	Respiratory Therapy	Existing	Faculty	5/8/2015	Floyd Josephat	Asst./Assoc/Full Professor and Program Director, Medical Lab Sciences	Yes	No	No
4/8/2015	Respiratory Therapy	Existing	Faculty	4/27/2015	Elwin Tilson	Asst/Assoc/Full Professor & Program Director, Dept. of Diagnostic & Therapeutic Sciences, Radiography Program	Yes	No	No
4/8/2015	Respiratory Therapy	Existing	Faculty	12/31/2013	Gloria Strickland	Asst., Assoc or Full Professor, Dept. of Diagnostic & Therapeutic Sciences, Radiography Program	Yes	No	No
4/8/2015	LLP	Existing	Faculty	May 2015	Serrano	Temporary Full-Time Instructor of Spanish	Yes	No	No
4/8/2015	Engineering Studies	New	Faculty	5/15/2015	Joy Reed	Lecturer, Engineering Studies/Computer Science	Yes	No	No
4/8/2015	Biology	Existing	Staff	4/16/2015	Natalie Schrey	Biology Laboratory Manager	Yes	No	No
4/10/2015	Chemistry/Physics	New	P/T Faculty	(New)	(New)	Landforms Instructor	Yes - Grant	No	No
4/10/2015	Health Science	Existing	Faculty	5/11/2015	David Adams	Asst/Assoc Professor of Health Sciences - Public Health	Yes	No	No
4/13/2015	Auxiliary/ Business Services	Existing	Admin/Prof	5/1/2015	Greg Surrect	Card Services Manager	Yes	No	No

## Notes from the USGFC Meeting, March 21, 2015

Chancellor Hank Huckaby (HH) opened with remarks about the current legislative session. One thing he said had surprised him is that the legislature, contrary to his expectations now that the election is over, has become much more conservative. The transportation funding situation seems to be overriding almost everything else – he doesn't think funding from the general fund will happen, though. Some type of medical marijuana bill will probably pass; there are two very different versions currently; the House version covers more diseases.

The Chancellor feels good about the USG budget, especially the capital budget. There has also been a big increase in Major Renovations and Repairs funding (for now) – about \$60 million, but he'd really like about \$100 million to address the backlog.

He's concerned about formula funding; as of now, there is still no move toward performance-based funding (FY 16 will still be on enrollment). Many legislators were concerned that the shift to performance funding would hurt the smaller institutions (Huckaby said that was not true – most of those smaller institutions would be better off with performance funding). He thought performance based funding would be phased in, possibly starting FY 17.

Raise \$ will be about the same as last year (about 0.75% from the legislature). He and USG staff will work with campus admins to figure out what part of tuition increases can go to add to raises.. The April Board meeting will approve budgets. They expect some relief to institutions with declining enrollments.

Ten schools (all in South GA) will get an increase in the ability to do out-of-state tuition waivers (no names were mentioned). These would be for undergraduates only and also subject to NOT needing more infrastructure. He noted that schools like Auburn already are doing this (and calling the waiver a "scholarship.")

When asked, Huckaby indicated that tuition increases would be about the same as last year (about 2.5%, except for the "big boys").

Michael Noll (VSU) asked about Study Abroad focus. Houston Davis (Vice Chancellor for Academic Affairs) said that the system office is building back the positions that were lost due to budget cuts. The governor takes people from the system on practically all his foreign trips (to market our system to foreigners). Foreign Ed coordinators have asked the system to revisit student/faculty exchanges that had been cut.

On shared governance – HH said progress is being made; Davis said that the USGFC is an instance; one good ingredient is communication. The AAUP president said that faculty at GRU have been involved in creating and rewriting policies; HH said if we don't like something to explain why and propose a rewrite to go to the USG office and, ultimately, the board.

Davis reported on the Title IX Sexual assault task force. They're due to have a wrap-up meeting mid-April, and their report are to come to the Board in May. The focus is on stopping assault before it happens. People have also been wrestling with reporting responsibilities (If you suspect/know someone has been assaulted, do you HAVE to report it (even if you were told confidentially)? Where do faculty enter the equation?) Training and preparation to deal with these situations varies greatly among ;

Marian Fedrick (Vice Chancellor for Human Resources) arrived to discuss health insurance for retirees. (Dorothy Zinsmeister from Kennesaw State and the USG office attended the meeting to represent the retirees' council). She started by saying that those NOT eligible for Medicare will stay on the regular insurance, until they are eligible (but premiums are different, as that's a smaller pool of people). Said they had been experiencing increases of about 19% in costs for retirees of late; the USG has about \$1.85 BILLION in unfunded liabilities for "Other Post-Employee Benefits." With other options, this would be worse. Current employer/employee split in premiums is about 70/30 (for high deductible, it's 80/20).

This process started last year with a push to get all eligible retirees signed up for Medicare (USG insurance is now secondary, instead of primary); there were about 2000 and there are still about 70 they haven't been able to find/contact.

The company selected to handle the sign up "can handle our retirees." Each retiree is supposed to be contacted to be walked through the selection process; supposedly, there are some \$0 premium plans. She made a big deal about how much time is NOT spent on selecting plans (typically); retirees will get much more "1 on 1" counseling than in the past.

The \$ contribution from the USG has yet to be set; however, she said that if a person selects a plan that costs less than their contribution, the person will be able to keep the difference and have it act like pre-tax Flex-med. Said over and over that these exchange plans will be less expensive than our own because of the "millions" of retirees in the system (and that retirees typically over-insure).

The AAUP rep asked if we can get the numbers. She said yes, they were included in the November 13 BOR agenda. (Note from Pat Humphrey – I checked that agenda March 23 – no numbers!) She also pointed out that the "Total Rewards" committee had national experts consulting. (Note from Pat Humphrey – James Stephens from JPHCOPH is currently on that committee.)

Question – what if \$ from the BOR don't increase? Answer – those, like everything, are subject to legislative approval each year.

Question – Why are we only finding out about this now? Answer – Messages to campuses didn't "trickle down." Formal announcement was due to start in April 2015 with visits to campuses, but this is "no different than any other benefits change." (Note from Pat Humphrey – the GSU session is scheduled for April 22.)

Question – The amount of contribution from BOR is vague – is there a formula? Answer – Yes. She can provide it.

Question – will their counselors understand our current plan? Answer – Yes, they've been asked to map our current plans to ones in the marketplace. MF saw that Friday, 3/20.

Question – what about dental and vision? Answer – They are not included, but some of the plans DO include them (it seems that retirees have a one-time capability to elect these benefits??)

Question – can I pick my doctor? Answer – if he/she takes medicare, yes.

Question – can we eliminate the 7/5 premium for spring semesters for current employees? Answer – looking at that as part of the switch to a new payroll system. One has been picked (Oracle/PeopleSoft).

First one or two schools will start on the new system in January 2016. This WILL include 12 month pay as an option for faculty and twice-a-month pay as an option for staff.

After lunch (and more discussion), the group split into three “working groups” to address salary, shared governance, and ???. Resolutions were prepared on shared governance and salaries; those are being voted on electronically.

#### Resolutions on Shared Governance:

1. Resolved, that the BOR Policy manual paragraph establishing the USGFC (3.2.4.1) be changed to align more closely with the AAUP’s Statement on Shared Government.
2. Resolved, that the system-wide changes in areas that affect faculty or are within faculty purview include pre-decisional consultation with established shared governance bodies.
3. Resolved, that the University System encourage all System Colleges and Universities to fully fund shared governance. This funding should include travel and conference attendance as well as shared governance training institutes.

#### 4.) Recommendation on Faculty Compensation Solutions:

##### Resolution:

1 Whereas the state of GA competes for faculty with other states in the southeast region

2 Whereas that GA pays lower salary on average than comparable systems and (citation chancellor’s speech)

3 Whereas quality student classroom experiences are dependent on quality faculty and

4 Whereas quality faculty have opportunities elsewhere and

5 Whereas it is more expensive for GA business to recruit a quality workforce from out of state and

6 Whereas it is difficult to attract new business to GA without there being a highly educated workforce already in place

Therefore we recommend the BOR produce a study that enumerates the benefits of maintaining quality faculty and the costs of failing to do so.

The meeting broke up about 4 pm.

**USG Faculty Council**  
**Vote re: 3 Resolutions, 1 Recommendation**

Armstrong Faculty Senate President's voting record: YES for all 4

----- Forwarded message -----

From: **Robertson, Sally** <[Sally.Robertson@gpc.edu](mailto:Sally.Robertson@gpc.edu)>

Date: Mon, Mar 23, 2015 at 3:57 PM

Subject: Representatives ONLY vote call

To: [USGFC@listserv.uga.edu](mailto:USGFC@listserv.uga.edu)

Dear Faculty Council Representatives:

At our Saturday meeting we closed our day with two pieces of business on which we need to have a vote call. Below you will find three resolutions on shared governance and one recommendation on faculty compensation. On Saturday we voted to suspend the tier voting procedures for these items. To the best of my knowledge this remains in effect for this vote since we agreed to an asynchronous vote on it Saturday.

Please go to the survey to vote: <https://www.surveymonkey.com/s/WKSHJLD>. If you have any problems with the link let me know ASAP.

**This vote is for the current institution representatives ONLY.** Please do not vote if this is not you. All votes MUST have contact information or the vote will be invalid.

Even if you voted on Saturday, go ahead and vote again here so I have it on file. Voting will close at 11:59pm March 31, 2015.

Here are the resolutions/recommendation. These are also listed on the survey site.

----Begin text-----

Resolutions on Shared Governance:

1. Resolved, that the BOR Policy manual paragraph establishing the USGFC (3.2.4.1) be changed to align more closely with the AAUP's Statement on Shared Government.
2. Resolved, that the system-wide changes in areas that affect faculty or are within faculty purview include pre-decisional consultation with established shared governance bodies.
3. Rolved, that the University System encourage all System Colleges and Universities to fully fund shared governance. This funding should include travel and conference attendance as well as shared governance training institutes.

4.) Recommendation on Faculty Compensation Solutions:

Recommendation:

- 1 Whereas the state of GA competes for faculty with other states in the southeast region
- 2 Whereas that GA pays lower salary on average than comparable systems and (citation chancellor's speech)



3 Whereas quality student classroom experiences are dependent on quality faculty and  
4 Whereas quality faculty have opportunities elsewhere and  
5 Whereas it is more expensive for GA business to recruit a quality workforce from out of state  
and  
6 Whereas it is difficult to attract new business to GA without there being a highly educated  
workforce already in place  
Therefore we recommend the BOR produce a study that enumerates the benefits of maintaining  
quality faculty and the costs of failing to do so.

----end text---

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Chair, University System of Georgia Faculty Council 2014-2015

FSB-2015-01-26-03 Budget Planning Bill (revised)

Whereas the Faculty Senate and its Planning, Budget, and Facilities Committee desire to have more input and receive more information about budget priorities and the budget preparation process;

The Faculty Senate requests that:

- (a) Before the end of each Fall Semester, the Vice President for Business and Finance or his/her delegate will review the priorities listed in the final budget narrative provided to the Board of Regents with the Planning, Budget, and Facilities Committee. The goal of such a meeting will be to provide insight into the priority setting and to obtain feedback from the committee that may influence the future development of the final budget developed in the spring of each year,
- (b) During the Spring Semester of each year, the Provost and Dean of each College, representing the faculty, will be provided an opportunity to present their priorities and suggested changes to funding and programs, to the President's Cabinet in advance of the final budget submission. The goal of such a meeting will be to provide guidance for funding and improving the academic mission of the University to the University President, and
- (c) Following the development of the final budget, the Vice President for Business and Finance or his/her delegate will present an overview of that budget to the Faculty Senate, in a meeting open to all faculty and staff.

## Proposed Academic Bullying and Hazing Bill

Whereas faculty incivility in the form of colleague-targeted academic bullying and hazing ultimately fosters a hostile work environment by cultivating and enabling an academic climate of intimidation, marginalization and exclusion;

And whereas the continued cultivation of collegiality through mutual respect, civility, and dignity is essential for furthering positive higher education interaction between all levels of faculty and administration;

The Armstrong Faculty Senate requests that the University Grievance and Conflict Resolution procedures be changed to include a grievance or disciplinary review process policy for the University Grievance Committee to use for review and discipline of academic bullying and hazing and bullying complaints/disputes made by any faculty member concerning colleagues and administrators.