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March 7, 2011 AASU Faculty Senate Special Meeting Minutes

Armstrong State University

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CALL TO ORDER: Senate President LeFavi called the meeting to order at 3:04 PM. Please see Appendix A for a roster of attendees. At the call to order, 33 voting senators were in attendance.

I. The meeting was called to address information presented to the Faculty Senate by President Bleicken at the February 21, 2011 Faculty Senate meeting. Senate President LeFavi encouraged discourse between faculty and President Bleicken.

II. It was moved and seconded that the meeting go into executive session. The motion passed.

Executive session discussion included the following topics:

- Faculty workload has increased. Faculty has done more with less. The faculty has done exemplary work like that of our staff and administrative colleagues, who were rewarded with raises.
- Justification [of raises] was reduction in size of work force. But we are seeing a permanent increase in pay for a temporary crisis.
- A senator questions the need to create a new staff position during this [budget] crunch.
- Overloaded classes generate income for the university. Overloads were counted as temporary raises. Overload stipends do not factor into retirement like permanent raises do.
- Senators do not want the recipients of raises to feel targeted.
- A salary study used to come out every year. The Senate should request a salary report each year.
- Some faculty members questioned the need and use of funds on other expenditures such as remodeling, inauguration costs, and marketing services.

It was moved and seconded to adjourn the executive session. The motion passed.

III. The meeting moved into open session at 3:32 PM. President Bleicken's presentation addressed permanent increases in compensation between July 1 and December 31, 2010, which were discussed on February 21, 2011 at the Faculty Senate Meeting.
President Bleicken offered some background information on recent meetings with faculty and staff representatives to whom she provided a detailed report identifying the rationale of compensations and the short list of recipients as individuals who consistently demonstrated leadership, shouldered more responsibility, and put forth enhanced efforts.

Dr. Bleicken offered the Senate the following thoughts:
- Recognized the need to look at Armstrong faculty salaries with respect to peer institutions and involve a representative from the Office of Business and Finance.
- Acknowledged the historic mistrust between faculty and administration at Armstrong.
- Acknowledged the level of uncertainty felt among all of us, coupled with scrutiny of practices.
- Noted that the list of those who received compensation adjustments does not include all who might have been recognized.
- Recognized the need to continue to make Armstrong the best place it can be, by hiring and retaining talented people who go above and beyond the call of duty.
- Long term, we will look at results from salary study to be conducted this semester.
- Short term, find and set aside a limited number of dollars to recognize more of the talented, productive people we have. This will require funds be taken away from something else that would have been done.
- Need to set aside the mistrust that separates us. We need leadership at every level.

Opened the floor for questions at 3:48 PM.

Concerns and ideas from the Senate floor included:
- Young faculty, who are not in an economic position to weather the financial storm, have seen a decrease in pay.
- Determining factors for granting increases (exemplary performance and taking on additional responsibilities) were characteristic of faculty also. (President Bleicken responded with her assumption that overload pay adjustments were received and identified a need for criteria for recognizing faculty work.)
- Why was money not given in the form of bonuses as opposed to permanent raises? What about auxiliary funds? (President Bleicken responded that she does not think bonuses are in system policy. Food services, housing, and athletics typically generate auxiliary funds.)
- Can senate have oversight of future raises? (Budget transparency is appropriate and salary information is public. “Oversight” is not appropriate.)
- Concern that bonuses for faculty could breed unproductive competition.
• The faculty needs transparency as the budget is prepared and funds allocated rather than documentation after the fact.

President Bleicken departed at 4:14 PM.

Concerns and questions from the Senate floor were presented to VPAA Thompson.

The meeting adjourned at 4:54 PM.

Respectfully Submitted,

Pamela Z. Sears
Faculty Senate Secretary
### Senators Present

**College of Education**
- Jackie Kim
- Greg Wimer
- Beth Childress
- Michael Mahan
- Linda Ann McCall

**College of Health Professions**
- Robert LeFavi
- Bryan Riemann
- Laurie Bryant
- Kathy Morris
- Carole Massey
- Helen Taggart
- Andi Beth Mincer
- Laurie Adams
- Rhonda Bevis
- Charlotte Bates
- Suzanne Edenfield

**College of Liberal Arts**
- Pamela Sears
- Stephen Primatic
- Daniel Skidmore-Hess
- Jason Beck
- Mike Price
- James Todesca
- Ana Torres
- Hans-Georg Erney
- Monica Rausch
- Karen Hollinger
- Kevin Hampton
- Becky da Cruz

**College of Science and Technology**
- Austin Francis
- Alex Collier
- Scott Mateer
- Catherine MacGowan
- Suzanne Carpenter
- Sean Eastman
- Lorrie Hoffman
- Tim Ellis
- Vann Scott
- Priya Goeser
- Daniel Liang
- Traci Ness

**Lane Library**
- Beth Burnett

### Senators Absent

**College of Health Professions**
- Tonya Tyson

**Guests**
- Hassan Aziz
- Denene Lofland
- David Wheeler
- Erik Nordenhaug

**Ex-Officio Present**
- Anne Thompson, VPAA
- John Kraft, AVPAA
- President Linda Bleicken
- Andy Clark, IVP-ES
- Laura Barrett, Dean CoLA
- Mark Finlay, AD CoLA
- Shelly Conroy, Dean CHP
- Pat Wacholtz, Dean CoE
- Steve Jodis, Dean CST