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March 7, 2011 AASU Faculty Senate Special Meeting Minutes

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**Armstrong Atlantic State University
Faculty Senate Special Called Meeting
Minutes of March 7, 2011
University Hall, room 158, 3:00 p.m.**

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

ARMSTRONG FACULTY SENATE, MARCH 7, 2011, SPECIAL CALLED MEETING MINUTES
APPENDIX A: ROSTER OF ATTENDEES

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 Goesser
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