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March 22, 2010 AASU Faculty Senate Special Meeting Minutes

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Armstrong Atlantic State University
Faculty Senate Meeting
Minutes of March 22, 2010
University Hall rm. 156, 12:00 p.m.
Special Meeting of the AASU Faculty Senate

I. Call to order: 12:07 p.m. For a roster of attendees, please see Appendix A.

II. Discussion of Budget Crisis: finalize additional questions for President Bleicken and to consider a possible resolution. For the final approved version, with friendly amendments, please see Appendix B.

Discussion

Sen. Crosby: what was the formal criteria for selecting departments to be eliminated?

Pres. Hampton: high cost, low enrollment, low graduation rates, as well as the Delaware Study results.

Dr. Whitford: we did two productivity assessments. Delaware and a similar, Andy?

Mr. Clark: the Delaware takes salaries and credit hours and comes up with a cost per credit hour as well as producing the summary data.

Dr. Whitford: there's also the mission to take into account.

Sen. Nivens: can it be assumed that formula will be used to determine the additional two departments to be cut going forward?

Dr. Whitford: we're looking at all possibilities, we haven't got a number of programs in mind. We've all seen what the legislature has done. Tax on hospitals seems to be moving forward, which means they might not come after education. We have to wait for the legislature to decide what they're going to do. We just don't know. Then the BOR will determine what our budget will be, which probably won't be until late April.

Sen. McGrath: the Delaware study measures productivity in academic units. How were non-academic units judged for cuts?

Mr. Clark: there is no standard productivity measure used for non-academic units.

Sen. McGrath: how then do we decide how much to cut back from non-academic units?

Dr. Whitford: the round of cuts before this, we looked proportionally at other units and they had to cut. We doubled that cut rather than take it out of academics.

Sen. Carpenter: confused about Delaware study. The cost [listed] is faculty salary. When President Bleicken spoke to us last Friday, the lease cost at the Savannah Mall was mentioned as part of the rationale behind cutting DHYG.

Dr. Whitford: the lease was not part of the Delaware study, but we did calculate the cost of the lease.

Sen. Carpenter: so the lease was part of decision?

Dr. Whitford: no.

Sen. Bevis: did you look at average numbers for all the COHP as compared to Respiratory Therapy program?

Dr. Whitford: what we look at is a unit that has to have a budget. If you look in the fact book it's by department.

Sen. Bevis: we asked if there were options regarding state tax revenues and whether our department would still close. Is there hope for our program if state tax revenue increases?

Dr. Whitford: nothing has been cut at this time. It's likely, but we haven't actually cut.

Sen. Bevis: we did feel like there was a likelihood of closure.

Dr. Whitford: it's proposed and planned, but not final.

Sen. McGrath: at item D, the best protection for people if we can't save their positions may include the language: "upon closure of units, immediate vesting of employer contributions to retirement plans."

Pres. Hampton: vesting in TRS means you cannot take it with you. So the risk remains in that case.

Sen. McGrath: I request we still consider it.

Sen. Scott: what's being done to protect tenure status? One suggestion: let faculty from the closed departments teach AASU 1101 or be employed at the advisement center. That protects the faculty, and protects the university from harming our reputation.

Discussion ensues regarding the need for a declaration of "financial exigency" before tenured faculty can be dismissed, that four tenured faculty are slated to be cut if planned departments are eliminated, and the idea of finding money somewhere else to ensure tenured faculty remain despite their budget lines disappearing.

Sen. Butina: at item 1, it currently says one faculty representative, so for fair faculty representation we need a senator representing from each college.

Sen. Crosby: friendly amendment, add "from each college" at number 1.

Sen. Erney: how would they be chosen?

Pres. Hampton: nominations from senators or senate presidential appointment.

Sen. Wells: any non-affiliated senators besides those from the library?

Pres. Hampton: no.

Motion passed.

Additional discussion surrounds concerns with the elimination of full-time temporary faculty and misunderstanding of the graph presented by President Bleicken reporting the savings these cuts will enable. Senators are ensured that this will be dealt with on a department-by-department basis, not in broad strokes.

Sen. Craven: friendly amendment at item 2, change language to “eliminated positions” and delete “departments/programs.”
Motion passed.

Sen. McGrath: at number 5, we may want to take athletics out since they’re off budget.

Dr. Whitford: athletics are not funded through state dollars.

Sen. Carpenter: what does that include? Faculty who are coaches?

Mr. Clark: for a few of the coach’s salaries a percent is paid out of state dollars, but the actual programs themselves are funded by auxiliary service.

Dr. Whitford: a minimal amount is state dollars, and just for a few coaches.

Sen. McGrath: motion to strike item 5.

Discussion ensues surrounding the fact that athletics are funded via student fees and that those fees are neither transferable nor administered at a local level (i.e. AASU cannot institute an additional fee or increase a fee, that is the BOR purview).

Sen. McGrath: withdraw motion.

Sen. McGrath: motion we change from “athletic programs” to “auxiliary services” at item 5.

Sen. Mincer: auxiliary services includes athletics?

Mr. Clark: any thing paid for by fees is auxiliary.

Motion passed.

Sen. Simmons: there was an additional bullet that’s not included here now regarding House Bill 1133 (linked at App C).

Pres. Hampton: that’s a separate issue.

Motion to accept these items with amendments to be forwarded to President Bleicken.

Motion passed.

Pres. Hampton: additional items?

Sen. Simmons: with HB 1133, in Savannah alone, \$4 million have been given to private schools. The legislature needs this money now. The legislatures are asking for good ideas, the idea is to eliminate that bill. Motion to draft a resolution suggesting this.

Sen. Katz: the bill has a \$50 million cap state-wide.

Sen. McGrath: not sure the extent to which we want to turn our funding issues with the state into a fight with other educational institutions over money.

Sen. Carpenter: not comfortable voting on something without an official document.

Motion to table the drafting until we have a more defined doc.

Motion to table passed.

Sen. Scott: with regard to protecting tenured faculty, is appropriate to consider forming an AAUP chapter on this campus.

Senator: we had one. Don't know what happened to it. In the late 80's when we were in this same predicament.

Sen. Craven: is this a senate issue?

Sen. Crosby: maybe this should go to the steering committee to send to committee to examine.

Sen. McGrath: AAUP chapter formation doesn't need senate approval. But do we want two organizations on campus [senate and AAUP]?

III. Adjourned 1:03

Respectfully Submitted,
Jewell Anderson

Appendix A

Senators Present	Senators Absent
<u>College of Education</u> Linda Ann McCall Marsha Moore Greg Wimer Mike Mahan Beth Childress	<u>College of Education</u> Brenda Logan, Alt. Ken Fields
<u>College of Health Professions</u> Joey Crosby Laurie Bryant Linda Tuck Michelle Butina Marilyn O'Mallon Carole Massey Andi Beth Mincer Gloria Strickland Rhonda Bevis	<u>College of Health Professions</u> April Garrity, Alt. Maya Clark Bob LeFavi, Alt. Rod McAdams
<u>College of Liberal Arts</u> Kevin Hampton John Jensen Rick McGrath Becky daCruz Daniel Skidmore-Hess Mike Price James Todesca Karen Hollinger Jack Simmons Hans-Georg Erney	<u>College of Liberal Arts</u> Kalenda Eaton, Alt. Teresa Winterhalter
<u>Library</u> Jewell Anderson Kate Wells	Guest Andy Clark Mark Finlay
<u>College of Science and Technology</u> Kathryn Craven Scott Mateer Delana Nivens Suzanne Carpenter Daniel Liang Priya Goeser Frank Katz Sean Eastman Greg Knofszynski Vann Scott	Ex-Officio Present Ellen Whitford, VPAA Shelley Conroy, Dean COHP Laura Barrett, Dean COLA Steve Jodis, on behalf of Dean COST

Appendix B

In light of the current state budget crisis, the AASU Faculty Senate recommends the following:

1. That all official conversations/meetings concerning current and future budget cuts and re-allocations of funding include a faculty representative **of each of the colleges from** ~~of~~ the AASU Senate.
2. That AASU should give faculty and staff in eliminated **positions** ~~departments/programs~~ preference in filling other positions at AASU.
3. That AASU should provide eliminated faculty and staff with a comprehensive layoff package covering health care and retirement.
 - a. health insurance: will COBRA protect affected faculty and if so, for how long and at what cost? Since deductions are already being taken to cover the summer months, when would COBRA benefits actually begin?
 - b. would there be options for continuing dental and vision plans, and if so, at what cost?
 - c. for faculty utilizing the High Deductible Health Savings Account on the PPO/HDHS plan, will the BOR contribute its July 1st share of \$375? (The first deposit was made at the end of January, 2010.)
 - d. for faculty in the Teachers Retirement System of Georgia, will the BOR make a buyout offer, allowing faculty access to the BOR contributions made to their accounts? If not, then such faculty accounts would severely penalized: they would be frozen after four years without contributions and they would not continue to earn interest. Faculty with such accounts would not be able to continue to contribute to the TRS plan unless employed within the USG (this is my understanding at this point). The way the rules are written at present, a faculty member could take with them only the contributions they have made individually plus the interest earned.
4. That if cuts do not turn out to be as deep as anticipated, that academic programs should be saved first.
5. That because the core mission of AASU is education, ~~athletic programs~~ **auxiliary services** should be carefully scrutinized before academic programs are cut or eliminated.

Appendix C

Please find the full text, sponsors, and voting record
for HB 1133 [here](#)