

Franklin College Senate  
Minutes of the Meeting of 14 Sept 2006

1. The meeting was called to order at 3:30 pm in 100A, Old College.

The presiding officer requested a volunteer secretary for the meeting as the regular secretary was not able to attend. Sally Walker (Geology) volunteered.

There were 26 senators or proxies in attendance (Thomas Houser, Asen Kirin, Joe Hermanowicz, Dawn Robinson, Stacey Casado, Brigitte Rossbacher, Richard Winfield, Bill Barstow, Ron Miller, Bram Tucker, Lijiang Shen, Sally Walker, Adrian Burd, Michael Tiemeyer, Marshall Shepherd, David Lowenthal, Michelle Ballif, Gary Lautenschlager, Kristin Jndert-Gibbs, John Wares, Lisa Fusillo, Sarah Blackwell, J.P. Caillault, Bill McCormick, Gordana Matic, Haini Cai).

2. The faculty present approved the minutes from the April 2006 and August 2006 meetings.
3. Presiding officer Anne Summers welcomed the senators and gave an overview of the meeting topics.
4. Dean Stokes' Comments:

There are 16303 students currently affiliated with Franklin College; 1700 of those are graduate students. Those numbers are similar to the enrollment from last fall.

Dean Stokes attended a Senior Administrator's Retreat, and she briefly outlined the major issues discussed at that meeting, including the capital campaign and salary compression issues (discussed below).

The capital campaign is set at \$500 million and is scheduled to run until the end of 2008. As of July 2006, 90.8% of the campaign goal has been met, with \$454 million dollars raised so far. Should the cap be raised above 500 million? For example, some institutions detailed in the *Chronicle of Higher Education* have set cap goals at \$1 billion. Currently, UGA will keep campaigning for funds, even if they exceed the \$500 cap; future campaign caps will be set higher. Of the \$454 raised, 41% of the funds were donated by alumni, so don't forget that your students may become future donors to UGA!

Deans were told to focus on \$1 million gifts, rather than smaller gifts in their capital campaigns.

Because the University system has a new chancellor, and he works on a business model for higher education, the fiscal outlook for UGA is still unclear. We do know that the budget process is very different this year. Next week, the Dean will have a meeting with the Provost to find out the new budget details. It appears

that to obtain funds, the Colleges will have to show how they have achieved their five-year plan goals.

The Dean is optimistic that all things will go well for UGA, although there are declining unrestricted funds from the State, and uncontrollable health and utility liabilities.

Because of a change in policy, retirement lines are now fully retained by the Provost's office, and therefore, faculty recruitment is almost at a standstill. The implications of this policy change are unclear. Currently, she has few recruitment funds available, as these are tempered by the present budget. The 2% set-aside on reserves may have to be given up to cover health care costs, rather than to move forward on hiring at the assistant professor level.

UGA is in a transition period to phase out the use of social security numbers. This will take some time to change, as software is delimited by the social security code. Faculty responded that unless there is an alternative way to deal with this problem, they might have to continue using the social security numbers, especially when posting grades and using WebCT. The issue was left unresolved.

Faculty salary and raises: at the Senior Administrator's Retreat, President Adams focused on the importance of addressing salary compression. He gathered data on assistant, associate and full professor salaries from Southeastern Universities, including GA State U and GA Tech, and selected national universities. At the entry level, UGA is competitive, but at the Associate and Full Professor level, we are not competitive, especially when compared to GA State and GA Tech. President Adams will put this issue of salary compression before the new chancellor as he considers it a top priority. Currently, there are not enough funds to address salary compression, although there have been small amounts of monies allocated for critical merit situations. The Board of Regents has applied a new formula to address this issue, but because of rising health insurance and utility costs, little monies were received to alleviate the situation.

Clarifications and additions to the current leave of absence policy were discussed, with the History and English department adding their concerns: first, the three year rule may affect the recruitment of faculty, especially those arriving with full fellowships, or those on a mid-career hiatus; second, that no more than 10% of the faculty can be on a leave of absence at any one time affects small departments and/or departments with active international research programs; lastly, allowing only two semesters every five years will also limit valuable research time for scholars. Unfunded leaves of absence affect families and spouses as well. In short, the College has to balance scholarship needs and recruitment and retention of faculty when deciding on this policy. Other institutions have sabbaticals and flexible leave of absence policies: why not UGA? Dean Ruppensburg was asked to clarify Leave of Absence (LOA) policy versus Reassignment of Location (ROL) policy. For LOA, half salary may be given depending on the request, but

in most cases, another institution or a grant/fellowship pays the LOA salary; For ROL, full salary for a semester may be given depending on the situation. There are other criteria to meet as well, and these policies are posted on the web. The university needs to examine these policies carefully, and come up with a plan that encourages scholarship yet balances fiscal and teaching responsibilities of UGA.

As per the August 2006 minutes, Arts and Sciences has not yet allocated any funds for faculty travel. However, everyone is encouraged to file a travel authority and save receipts because reimbursement could be claimed retroactively if travel funds become available.

#### 5. Reports of Standing Committees

There were no reports.

#### 6. Old Business:

Nominated Committees for 2006-2007 were approved; no abstentions.

Nominees for Secretary 2006-2007 were approved; no abstentions.

New senators were welcome to stay after the meeting to ask questions about Senate activities and responsibilities.

#### 7. New Business:

Keith Campbell (Psychology) provided a lively discussion on reduction in the Optional Retirement Plan (ORP) in comparison to the Teacher's Retirement **Plan** (TRS). The amount the university will contribute to the ORP will be reduced from 9.66% to 8.133% effective January 2007; for new faculty, this is a substantial loss in retirement funds over the years. It appears that TRS investment portfolio has performed poorly and ORP amounts are derived from those investments. Further, it appears that pay raises may be taken out of these funds, as ORP amount contributed toward faculty retirements concomitantly declines during times of pay raises. Faculty senate requests varied in addressing this issue, but overall, they would like to have someone from the TRS to explain the ORP/TRS allocations; or, perhaps a commission needs to be appointed to examine this issue; and, if possible, allow employees the opportunity to get into TRS. Dean said that she would share this issue with the University Council, who would then hopefully take it up to the Chancellor level.

Provost approval of vacant lines was covered under Dean Stokes' comments

Call for agenda items for the October 12, 2006 meeting at 3:30 in 100A Old College. Please submit agenda items by October 6 to Sarah Blackwell (Steering Committee Chair): Blackwel@uga.edu

8. The meeting adjourned at 5:00 pm.

(Scribed by Sally E. Walker, Geology)