

**GEORGIA SOUTHERN UNIVERSITY**  
**Faculty Senate Meeting Minutes**  
**September 23, 2009**  
**4:00 to 6:00 p.m.**  
**University Union Ballroom**

Questions and clarification may be directed to the Office of the Faculty Senate ([fsoffice@georgiasouthern.edu](mailto:fsoffice@georgiasouthern.edu)) or persons identified with each agenda item prior to the Senate meeting.

**2009-2010 Senate Executive Committee:** *Michael Moore (COE) Chair, Senate Executive Committee; Moderator, Faculty Senate; Jim McMillan (CHHS; Ardian Greca (CIT); Richard Flynn (CLASS); Lowell Mooney (COBA); Patricia Humphrey (COST), Senate Librarian; Jim Stephens (JPHCOPH); Fred Smith (LIB); Marilyn Bruce, Senate Liaison from the President's Office; Caren Town (CLASS) Senate Secretary*

**NCAA Faculty Athletic Representative:** *Chris Geyerman (CLASS)*

**Senate Parliamentarian:** *Bob Cook (CIT)*

**Voting Members in Attendance:** *Frank Atuahene; Barry Balleck; Marie Botkin; Michael Braz; Thomas Buckley; Adam Jonathan Con; Jean-Paul Carton; Jonathan Copeland; Windy Dees; Bob Fernekas; Richard Flynn; Michele Haberland; Dena Hale; Greg Harwood; Sonya Renee Huber; Patricia Humphrey; Bob Jackson; Youakim Kalaani; Rebecca Kennerly; Clara Krug; Jim McMillan; Barbara Mallory; Mary Marwitz; Teri Ann Melton; Lowell Mooney; Kent Murray; Debra Sinclair for Thomas Noland; Patricia Price; Dolores Rangel for Theresa Welford; Stephen J. Rossi; Donna Saye; Lisa Schulz; Fred Smith; Dontarie Stallings; Stuart Tedders; Caren Town; Laura Valeri; Mark Welford; Bill Yang; Samantha Young*

**Voting Members Absent:** *Ardian Greca; Ming Fang He; Jun Liu; Alison Long; Bruce McLean; David Rostal; Jim Stephens; Brenda Talley; Jim Whitworth; LeVon Wilson; Wen-Ran Zhang; Jonathan Zhang*

**Administrative Members in Attendance:** *Bruce Grube, President; Gary Means; Provost and Vice President for Academic Affairs; Ron Core, Vice President for Business and Finance; Steve Burrell, Vice President for Information Technology; Teresa Thompson, Vice President for Student Affairs and Enrollment Management; Marilyn Bruce, Executive Associate to the President; Michael Smith, Dean, CLASS; Stephanie Kenney, Interim Dean, COE; Amy Heaston, COGS; Bret Danilowicz, Dean, COST; Charlie Hardy, Dean, JPHCOPH; Bede Mitchell, Dean, Library.*

**Visitors:** *Ronald MacKinnon (alternate)*

- 1. Michael Moore (COE), 2009-2010 Senate Moderator,** moved that the Agenda for the September 23, 2009 meeting be approved. The agenda was approved unanimously.
- 2. Caren Town (CLASS), Senate Secretary,** moved that the June 23, 2009 minutes be approved. The minutes were approved unanimously.
- 3. Pat Humphrey (COST), Senate Librarian,** moved that the senate accept the Librarian's Report of September 23, 2009.

Clara Krug (CLASS) asked Fred Smith (LIB), Faculty Development Committee Chair, about “dead period problems” in funding. Smith responded that this was when the university was trying to close the books for the fiscal year, which makes summer travel funding “not an easy question to solve.”

**a. Report from Undergraduate Committee: Bob Jackson, Chair, moved the August 25<sup>th</sup> minutes be accepted.**

**b. Report from Graduate Committee: Bob Fernekes (LIB), Chair**

Course and program revisions from the COE approved.

Course revisions and deletions from COST approved.

The committee discussed taking a closer look at dual-listed courses. This issue will be taken up again at the September meeting.

Degree Admission Based Upon Exceptional Qualifications Statement, to be placed in the catalog, was approved. Dr. Clara Krug (CLASS) asked for the rationale for the statement, as well as who would be giving the approval for such admissions. Dr. Jim MCMillan (CHHS) responded that in business and public health, for example, people have had qualifications other than scores, and that decisions will be made with proper oversight. Dr. Gary Means responded that Dr. Amy Heaston is managing the graduate college and that she will be signing off on these admissions.

A history of Vision for Graduate Education statement was presented. The goal is to present the statement for approval at the October Graduate Committee meeting. Dr. Krug (CLASS) asked when the visions statement will reach the senate. Dr. Bob Fernekes (LIB) said the draft of the statement will be ready “any minute,” and Dr. Pat Humphrey said it will be a part of the Graduate Committee minutes, which will be included in the Librarian’s Report, possibly for the November meeting, or “more likely” in February.

**The Librarian’s Report was approved unanimously.**

**4. President’s Report: President Bruce Grube**

Funding for the planning phase of the Biology Building is now underway. This is a \$32.5 project. “We will have to work extra hard” in the next legislative session to secure funding. “It is our number-one priority.”

Enrollment is over 19,000 for fall semester. Freshmen and transfer student enrollment is up 15%, and retention is up 7% from last year. Retention is at 81-82%. The six-year graduation rate for students beginning in 2002 is 45%. “We expect to see increases in graduation rate, graduate students, and online enrollment.”

**5. Moderator’s Report from Michael Moore (COE), Chair, Senate Executive Committee.**

***Recognition of Dr. Marc Cyr***

Dr. Moore recognized Dr. Marc Cyr for his service as Senate Moderator for the 2007-2009 academic years. Michael Moore noted Dr. Cyr’s “caustic, wry” comments and “mind-bending metaphors” during his tenure as moderator. Dr. Cyr was also thanked by Dr. Grube and

enthusiastically applauded by the audience.

### ***Report on the H1N1 Virus***

Dr. Paul Ferguson (Administrative Director of Health Services) reported on the H1N1 Virus on campus as of 9/22. There have been 1,700 patient visits to the Health Center since the beginning of the semester and 1,000 cases of the flu. The current flu is the H1N1 virus, which affects the college-aged students most. Dr. Ferguson said he expects a 33% “attack rate” of the flu this season, which means approximately 6,000 more students will contract the flu. Two students have been hospitalized for complications associated with the flu (pneumonia). Dr. Ferguson said that students need to get vaccinated (the vaccine is 2-4 weeks away from distribution) and not go to class or work until they are fever free for 24 hours.

Clara Krug (CLASS) asked if students need to stay out seven days or if they’re being told two days after the fever. Dr. Ferguson responded that “they can return to class when they’ve had 24 hours without a fever of 100 or more, without needing Tylenol or Motrin to make that fever go away.” The day they return to class will vary, depending on when the fever subsides and possible secondary infections. [S]tudents coming “into contact with high-risk individuals, like the School of Nursing [students] going into the hospital for clinicals or [into] nursing homes, or a person in the School of Education going into day care, preschool, [and school] environments,” need “to be fever free as well as symptom free for 24 hours before they go back into those environments.” He also noted that these [numbers] are only for students seen at the GSU Health Center, not in clinics or private practices.

Barry Balleck (CLASS) asked how hand sanitizers were being distributed across campus. Dr. Ferguson suggested that anyone wanting sanitizers should contact Francois Song with the Department of Environmental Safety. Dr. Ferguson also noted that hand sanitizers are being made available to students in a variety of locations. Michele Haberland (CLASS) thanked Dr. Ferguson for the health alert portal on WINGS. Further questions should be sent to Dr. Ferguson at [pferguson@georgiasouthern.edu](mailto:pferguson@georgiasouthern.edu),

***No Motions for this meeting.***

### ***Requests for Information:***

[ADP monthly approval form](#) from Jean-Paul Carton on 8/25.

Response: “The Human Resources and Payroll Departments are prepared to answer all questions concerning ADP. They have prepared answers to Frequently Asked Questions on their website at <http://jobs.georgiasouthern.edu/ADP/FAQ.htm>. Because of the large call volume on a wide variety of questions and issues, the ITS help desk is logging and managing all ADP calls. You can contact the IT help desk at x85429.”

[Funding for Condoleezza Rice’s appearance at GSU](#) from Patricia Price on 8/25.

Response from Dr. Teresa Thompson: “Discussion with students and student groups including SGA president, leadership courses, INSPIRE, student leadership consultants, Leadership and Civic Engagement Director's Student Advisory Board. Lecture Series is funded by Student Activity Dollars.

[Mandatory Furlough Formula](#) from Ellen Hendrix on 8/31.

Provost Gary Means responded “1) The number of days (6) and the method of calculation were explicitly prescribed by the BOR. This was not developed by GSU, but we have been directed to implement it. 2) The calculation is [mathematical] simple math. A faculty member with an academic year contract works 195 days, so one furlough day represents 1/195. A twelve-month employee works 260 days, so one furlough day represents 1/260.”

[Faculty Club](#) from David Seaman on 9/2.

Dr. Grube responded: “The possibility was briefly discussed some years ago, but there was never a plan. The University Honors Program is located in the former Alumni House.”

[Faculty Club plan](#) follow-up RFI from David Seaman on 9/3, but no request for information accompanied it, so it was not submitted.

[Calculations for furlough deductions](#) from Michael Pemberton on 9/3.

Dr. Means responded to the request for information: “I thought the question raised by Dr. Pemberton had been answered in the previous response to the furlough RFI, but in the interests of clarification, here is additional information. The days prior to Thanksgiving are actually among the total days of pay as defined by the BOR. This year these days are being used for the system mandated furlough days. We have used these days so that we would not have to disrupt any normally scheduled class days, per BOR guidelines.”

[Student impact of budget cuts](#) from Kathleen Comerford on 9/3 was not in a form that actually requested information, so the Senate Executive Committee declined to send that out.

[Problem with ORP Deductions and Contributions](#) Richard Flynn on 9/14.

Vicki Hodges responded: “Due to our conversion to ADP during the month of August, there have been delays in sending the funds to the ORP Companies, some of the 403b companies and the 457 companies. We have to load electronic files to most of these companies. These electronic files were still in the testing phase with the vendors when the August payroll was finished. ADP and Shared Services Center are working to resolve the problem. We have paid all of the 403b funds except for TIAA CREF. We have not sent the 457 funds to TIAA CREF. The American Century Funds and the TIAA CREF ORP funds should be sent later today. However, it may take a few days for the companies to post these funds.”

Dr Moore asked three questions: 1) Will the lost interest be restored to the employees affected by these delays? 2) Will this problem be fixed in time for the September payroll? And 3) Why weren't employees affected by this mistake informed that there was a problem?

Dr. Ron Core responded: “1) No. The university has been informed by BOR that the funds were deposited within the federal guidelines. 2) We have been told by ADP that it will be fixed in time for the September payroll. 3) There was no prior notification because the university did not know about the problem until we tried to submit the funds. At that point we were told on a daily basis that it would be corrected.”

Dr. Moore responded: “This is the second RFI featuring ADP, and we’ve all heard a great deal about ADP, which comes from the Chancellor, and his business background, and foisted on us in an effort to outsource a number of administrative type functions. ADP is the latest in a long line of costly time-consuming initiatives. . . [F]or those of us with institutional memory, you may

recall that BANNER was three years from when it should even been BETA tested, and we were supposed to use it, with disastrous results, right away. I've talked to people about ADP and cannot see how it will save us anything, but it will cost us money and work hours. Unfortunately, no one seems to be able to tell the emperor that he is not wearing any clothes, unless he reads these minutes, and from my bully-pulpit here, I would like to say that the guy is naked."

Dr. Bruce Grube (President): "[W]e have directly told the Chancellor, and it was a very interesting conversation. Ron Core [ . . . ] two weeks before the August payroll had inquired on two separate occasions of the ADP people as to whether it was set up to do the remittances on retirement as well as 403 and 457 B plans, and he was told, 'no problem.' So, the Friday before Labor Day, when it became apparent that this stuff wasn't getting recorded, I actually got directly in contact with the Chancellor because our Comptroller had gotten a note back from the fellow who is the ADP consultant, which was relatively insulting. It said 'the Feds give us 15-day working days to get this in and we're working on it.' [N]ormally I try to control myself a little bit when I'm talking with Chancellors, but I got so annoyed with the attitude there that I wrote him a couple of paragraphs, but the gist of it was, 'Who does this ADP consultant work for? You or the Feds?' And, interestingly, Erroll Davis wrote back, and he said 'you're right.' He said, 'I can deal with issues, bad attitude is another matter.' So I suspect in time we are going to see some changes in the folks who are handling ADP. The problem is [that] we're knee deep in the big muddiness at the moment, and people are working hard to get things done so that the September payroll doesn't experience the same sort of thing. Michael is very right on the issue of the amount of expense and cost that accrues to the campus on these sorts of systems that are put into place. I cannot begin to tell you how hard Kim Thompson Brown and her staff, Wendy Jacobson, and any number of people have worked since last Spring to get all this stuff in place, and folks these are people who've been up here on weekends, they've been working late at night, and to have this sort of thing happen, [is] just absolutely demoralizing, you know, to everybody. And when you lay that on top of starting out the year with mandatory furloughs, it just compounds things."

"[W]e are being characterized by some at the Board office as not being team players. Because between me and Ron Core, the point has been made very very strongly again and again and again that there's just a lot wrong with this. The thing that bothers me the most about systems that are employed by the University System is that when these things are laid out on the table and they're costed out for everybody, never have I ever seen the cost to the campus taken into account and reported as part of the overall cost of the project. [ . . . ] Steve Burrell, who is our Vice President for Information Technology Services and the CIO, has also put the gloves on once or twice with folks, and produced a dashboard report for this campus on ADP, which I transmitted directly to the Chancellor because I realize that people around him are not necessarily giving him the information he needs to hear, as opposed to the information they think he might want to hear. So it's a complex twisted little piece, and right now the sole goal is to do everything we possibly can here, understanding we have very little control, to get the thing to work as best we can the next time around."

Michael Moore (COE) Chair, Senate Executive Committee: "Thank you, Dr. Grube, for further clarifying and, of course, there are two institutions that do not have to have ADP, and you can probably guess which two those were."

[Compensation for campus visit by Dr. Rice](#) from Robert Costomiris on 9/16.

Dr. Teresa Thompson responded: "last year (FY09) we received \$3,260,931 in student activity fee revenue. The Rice fee of \$203,000 was 6% of the collected fees. These dollars are scattered

throughout over 200+ student organizations, scholarships, lectures, and various programming in support of our over 19,000 students.” Further questions should be directed to her.

[Furloughs](#) from Laura Valeri on 9/22.

Response from Dr. Pat Humphrey, with input from Dr. Means: “Yes - the furlough amounts to a pay cut (one-time only, though). The difference between that and a ‘pay cut’ is a cut in base salary (which is not being done). For sake of easy numbers, suppose a person makes \$50,000 per year. With the furlough, their salary this year will effectively be  $50,000 * 189/195 = \$48,461.54$ . Next year, that person will still have the \$50,000 salary. Now, suppose they cut the salary by 3.1%. This means base pay is reduced to \$48,450 for this year. This ALSO becomes your base for future raises. If all went well next year, they, wonder of wonders, give you a 3.1% raise. Your new salary after that raise is \$49,951.95 - you're still out about \$48. It takes a bigger percent raise--in this case, a 3.2% raise--to get back to where you started from, so if cuts are steeper, the additional raise becomes that much more.”

Mary Marwitz (CLASS) asked if ADP funds for TIAA CREF have been submitted, and if so, when.

Dr. Ron Core (VPBF) said yes and Dr. Bruce Grube (President) said that his TIAA CREF 457 plan, which was the last one to go, was credited to his account on the 18<sup>th</sup> and the 403 may have been around the 14<sup>th</sup>, and the retirement may have been slightly earlier.

Mark Welford (COST) asked if we going to be refunded for the loss of the interest.

Dr. Grube (President) responded that TIAA CREF is within the 15-day IRS guidelines for institutions to remit funds, and they aren't going to make up the interest.

Richard Flynn (CLASS): wondered if some of the motive for ADP to keep our money might be so they can earn the interest on it.

Michele Haberland (CLASS) asked a two-part question about furloughs: 1) “Will there be an effort to more evenly distribute that pay cut, as opposed to having it all come in one month, is there any way that we could think about doing that?” 2) Is there a way “that we can achieve more equity between the nine-month faculty and the twelve-month employees with regards to the now ‘temporary pay cut?’”

Bruce Grube (President): “[First, T]his is something that was absolutely prescribed for us. It's nothing that we can determine in the way that you've just described it. Secondly, take three assumptions. We are in the worst recession since the Great Depression. We've been ordered to take furlough days. And the third assumption is how do you take those days so that they generate the most savings to the University as a whole, so that we don't get deeper in the hole and lose jobs. And when you put all those three together, it's almost a non-brainer that [we've] got to take those [days] at a time when you can absolutely just shut the campus down and turn off the utilities.” Dr. Grube also noted that Teresa Thompson has worked with her employees to help them understand that they should save money each pay period to compensate for the furloughs, and that Human Resources has also tried to help people deal with their changes in finances.

Mark Welford (COST) asked what was “going to happen to the people who are not furloughed? Do they have to come into school even though we are going to shut the University down?”

Gary Means (Provost): People who are not furloughed have two options. “Most people will be doing professional development in the Library and HR has already started working on plan to develop a number of courses based on the interests of the individuals. A few people, who would be approved administratively, will be doing special project work in the Library. So basically we will be scheduling everyone that is working inside the campus in the Library. The individuals who are the outside staff [ . . . ] will be engaged in their own training and work on the exterior.”

Michele Haberland (CLASS) asked about the pay cut disparity between the nine-month faculty and the twelve-month faculty, and whether there will be a plan “to make it more equitable as they have done at Georgia State University. “

Gary Means (Provost): It is “a System imposed requirement, so, unless the System changes it, what we will have to do is to follow System requirements and regulations.”

Michele Haberland (CLASS): “Other universities in the System have been able to do that. Georgia State University has higher-paid administrators taking additional days, which is permitted by the BOR’s furlough plan. So that isn’t going to happen? We’re going to allow the faculty to take a 33% greater rate of pay cut, temporary pay cut [ . . . ], than twelve-month administrators.”

Bruce Grube (President): “[F]undamentally, we are in this furlough issue because of Georgia State, who last June decided to eliminate jobs and to lay people off. As far as I can tell from conversations I have had at the Board level, that happened without consultation with the Chancellor, and as a result of that action, the Governor and key legislators noticed what was going on and the issue then became, ‘Chancellor, shouldn’t all the institutions do this?’ Also keep in mind that while this is happening, Georgia State is adding a Division I football team. And so, frankly, I think there’s a great deal of grandstanding going on at that end. I, as well as you, read the President’s note that he would voluntarily take twelve days worth of furlough and would invite others to voluntarily join him. I have no evidence to understand that ever happened. And when you consider the last time I looked at the Georgia State President’s pay, which, by the way, in addition to what you can find on the State Auditors web site, is 100 percent matched by the Foundation at Georgia State, and the highest paid President in the entire University System of Georgia is at Georgia State. So to me it was kind of an empty gesture.”

“Now if you’re asking that question directly of me, here’s my answer to you. My wife, Kathryn, has been a 100 percent uncompensated volunteer for this University for ten-and-a-half years, and I took about a \$25,000 pay cut at the beginning of the year. It never struck me that that would be something that I would necessarily advertise or blow a trumpet about. But the point I really want to make here is [that] nobody likes furloughs. Nobody likes what’s going on with ADP, and you lump that on top of the furlough business, and we’re starting out the academic year on exactly the wrong foot. But I’m not going to, as I said in Convocation, engage in finding somewhere to pin that or talking about particular categories of people on the campus because, think about it for a second, each one of you has been elected to the Senate. You are leaders. There’s not a person in this room who doesn’t make more money than about half of the employees on this campus. Should I therefore insist or permit you to volunteer additional furlough days? I think not. And I’m not going to turn to some of my administrative colleagues and demand that of them. If somebody wants to voluntarily chip in some more furlough days, that’s fine. I figure I’ve got about twenty-six out there now, and another three coming in the spring. So sorry for kind of the preachy thing here, but, believe me, this affects everybody.”

Michael Moore (COE) Chair, Senate Executive Committee, called attention to the disclaimer at the bottom of the RFI form: “This site is for use exclusively by Georgia Southern University faculty, staff, and administrators. Submissions are reviewed by the SEC for relevance to the mission and business of the Faculty Senate. This site is a tool not for debate but solely for information exchange. Redundant and contentious submissions will not be accepted.” Dr. Moore also mentioned that Ginger Malphrus, from the President’s Office, “has worked very, very hard on redoing our forms and making them more accessible to everyone. We did come across a glitch where folks started responding to RFI’s as if they were listserv discussions. We thank them for pointing out that glitch; we won’t make that mistake again.”

**6. Report from Chris Geyerman (CLASS), NCAA Faculty Athletic Representative:** Dr. Geyerman handed out the 2008-2009 GPA Comparison Report and the 2007-2008 Academic Progress Rate Institutional Report. GPA Comparison Report: “[A]s far as men’s sports go, both men and women do slightly better than the general student population in terms of GPA. The men’s football and basketball is a little bit lower than the general population. That’s been the trend every time, but they are coming up a little bit, and hopefully with Coach Young, I [have to] believe we’ll see some changes.” 2007-2008 Academic Progress Report: “[E]ach student-athlete can earn a total of 4 points for a given year. One point each semester for, what do they call it, retention and eligibility. So if any given student-athlete remains academically eligible and is retained, both in the fall and the spring semester, they earn four points. This is a rolling average so some drop off and others come in. The NCAA puts that into a statistical formula [and] they look for a 925, [which] they think that will translate into a graduation rate of about 50 percent.”

**7. Report from Michael Braz (CLASS), SPC Representative:** After finishing the work with the Phase II of the Strategic Plan, the SPC is on hiatus. Jean Bartels will continue serving the committee as chair, and the committee will not be meeting again until October 28<sup>th</sup>.

**8. Report from Trey Denton, Presidential Search Committee Chair**

Report given by Michael Moore (COE) Senate Moderator:

“The search for our next President is proceeding as planned. Today the fourth of our six candidates arrives on campus. The Presidential Search and Screen Committee would like to thank the Faculty Senate for its support in this important process, and for moderating the faculty Q & A Sessions. We would like to thank the Faculty Senate for the excellence turnout at the Q & A Sessions. We apologize for having scheduled them so early, but [we] wanted to insure the greatest number of faculty could attend either late in the afternoon on the second day of each visit or early the next morning on the third day of each visit. Please continue to support the process by attending these sessions, and completing the candidate evaluation forms available on the Presidential Search website. All evaluations must be submitted by Friday, October 2<sup>nd</sup>. The Presidential Search and Screen committee has been asked to submit at least three unranked finalists to the special committee of the Board of Regents by Monday, October 5<sup>th</sup>. So we must proceed with great efficiency after the last candidate departs on October 2<sup>nd</sup>. So you can see the turnaround is very quick. Please direct questions or suggestions to any member of the Presidential Search and Screen Committee or to the PSSC Chair, Dr. Trey Denton.”

Dr. Moore (COE) Senate Moderator added: “I do want to thank all of you who have been able to attend the Q & A Sessions. They have been well attended on the second morning of the candidates visit at 8:00 in the morning, and I appreciate that.”

**9. Unfinished Business – No unfinished business.**

**10. New Business – No new business.**

**11. Announcements: Vice Presidents – No announcements.**

**12. Announcements from the Floor – No announcements.**

**13. Adjournment**

**The next Senate meeting is October 21, 2009, 4-6 p.m., in the Russell Union Ballroom.**