

**University of West Georgia
Faculty Senate Meeting
Minutes**

**January 24, 2014
Approved February 21, 2014**

1. Call to order: the meeting convened in room 1-303 of the Technology-enhanced Learning Center and was called to order by Jeff Johnson, Chair at 3:03 p.m.

2. Roll call

Present

Basu-Dutt, Blair, Butler, DeFoor, DeSilva, Erben, Farmer, Faucette, Gant, Geisler, Griffith, Halonen-Rollins, Hannaford, Haynes, Hooper, Insenga, Johnson, Kassis, Keim, Kilpatrick, Kramer, Lloyd, Mayer, Moffeit, Noori, Packard, Penco, Ponder, Popov, Robinson, Samples, Sanders, Sullivan (substitute for Schroer), Skott-Myhre, Stanfield, Steere, Van Valen, Vasconcellos, Velez-Castrillon, Welch, Willox, Woodward, Xu

Absent

Banford, Rutledge, Thompson, Yeong

3. Minutes: a motion was made and seconded to approve the minutes of December 6 ([see Addendum I](#)). A correction was made to the members present.

Item approved unanimously by voice vote.

4. Committee reports

Committee I: Undergraduate Programs Committee (James Mayer, Chair)

Action Items: ([see Addendum II](#))

A. College of Arts & Humanities

1) Department of Art

a) ART 3100 Art Abroad: (Destination of Travel)

Request: Add

Action: Approved

b) ART 3150 Studio Research Methods And Strategies

Request: Add

Action: Approved

c) ART 3151 Studio Studies Abroad: (Destination of Travel)

Request: Add

Action: Approved

- d) ART 4408 Materials & Methods in Graphic Design
Request: Add
Action: Approved

These four items were taken together and approved unanimously by voice vote.

- B) College of Education
 - 1) Department of Leadership and Instruction
 - a) Bachelor of Science with a Major in Sport Management
Request: Modify course requirements
Action: Approved

Item approved unanimously by voice vote.

- C) College of Social Sciences
 - 1) Department of Anthropology
 - a) Certificate in Cultural Resource Management
Request: Add prebaccalaureate certificate program
Action: Approved

Item approved unanimously by voice vote.

- b) ANTH-3170 Religion in America: The Shakers and Other Utopian Societies
Request: Add
Action: Approved

Item approved unanimously by voice vote.

- 2) Department of Political Science
 - a) POLS-4504 International Political Economy
Request: Modify prerequisites (Note: prerequisites in RCOB)
Action: Approved

Item approved unanimously by voice vote.

- 3) Department of Criminology
 - a) Bachelor of Science with a Major in Criminology
Request: Modify course requirements
Action: Approved as amended

Item approved unanimously by voice vote after the minor editorial change: “shared with a minor?” to “shared with a minor)”

- D) Richards College of Business
 - 1) Department of Economics
 - a) Bachelor of Arts with a Major in International Economics
Request: Modify course requirements
Action: Approved

Item approved unanimously by voice vote.

Information Item:

- 1) XIDS Courses approved by XIDS Subcommittee
 - a) XIDS-2002
What Do You Really Know About: Acting

Committee II: Graduate Programs Committee (Elizabeth Kramer, Chair)

Action Items: ([see Addendum III](#))

- A) College of Education
 - 1) Department of Clinical and Professional Studies
 - a) CEPD 6135 Applied Counseling Theories
Request: Add
Action: Approved
 - b) CEPD 7105 Counseling Across the Lifespan
Request: Add
Action: Approved
 - c) CEPD 7141 Professional Orientation and Ethics in Counseling
Request: Add
Action: Approved
 - d) CEPD 7153 Crisis Intervention
Request: Add
Action: Approved
 - e) CEPD 7158 Counseling in the Military Community
Request: Add
Action: Approved

These five items were taken together and approved unanimously by voice vote.

- 2) Department of Learning and Teaching
 - a) SPED 8783 Readings in Research
Request: Modify
Action: Approved

- b) SPED 8784 Research Seminar
Request: Modify
Action: Approved

These two items were taken together and approved unanimously by voice vote.

- B) College of Social Sciences
 - 1) Department of Psychology
 - a) Psychology, Ph.D. in Psychology: Consciousness and Society
Request: Modify
Action: Approved

Item approved unanimously by voice vote.

- b) PSYC 7004 Historical Foundations of Psychology
Request: Modify (renumbering of PSYC 8003 as PSYC 7004)
Action: Approved

Item approved unanimously by voice vote.

- C) Richards College of Business
 - 1) Accounting and Finance
 - a) ACCT 6242 Strategic Information Systems
Request: Add
Action: Approved
 - b) ACCT 5242 Strategic Information Systems and Risk Management
Request: Delete
Action: Approved

These two items were taken together and approved unanimously by voice vote.

Information item:

- A) The creation of an Office of Graduate and International Admissions [OGIA] was approved by President Marrero and the Deans at the end of 2013. The Office will report directly to the Associate Vice President for Enrollment Management John Head, who is leading organization efforts. A search is currently underway for a Director for the Office.

Discussion:

President Marrero explained that this office will create efficiencies in operations; it is purely administrative in nature and should be helpful for the Financial Aid and Records offices. Recruitment is left up to the colleges. The office will be located between Parker and Mandeville Halls. The president wants feedback from the faculty. Let him know how it goes in the next year.

Committee XII: Budget Committee (Paul Rutledge, Chair)
Information Item:

(Note to faculty: the following document summarizes the decisions made in the Budget Committee regarding salary equity, and also an affirmation of the Budget Narrative. Please let Dr. Rutledge know if you have questions. He will not be able to attend the meeting due to the Provost Search, but will have a representative available; BC members will also be in attendance to answer questions.)

The FS Budget Committee met on December 6, 2013. At that meeting, the topics that were discussed were the UWG Budget Narrative to be presented to the Board of Regents, as well as the continued work to implement equity adjustments. The following decisions were made by the committee to bring before the Senate.

1. Budget Narrative

The committee was provided with the budget narrative developed by the President in cooperation with the VP's and Deans. The committee unanimously approved the budget narrative.

2. Salary Equity Implementation

The budget committee was asked a series of questions regarding salary equity implementation. President Marrero recommitted to continued implementation of equity adjustments, with the goal being 100% of the median. However, the process will take several years to accomplish. Among the discussion and decisions made by the committee, as well as some questions that remain are the following:

- a) Promoted faculty should be brought to the 85% level of his/her new rank market median. For years in which we are at greater than 85% of the median, promoted faculty should be brought to the new percentage of his/her new market median.
- b) While Sibson's CUPA sample provided the groundwork for equity adjustments, we should rely on a larger and broader CUPA sample (over 600 Masters large and comprehensive universities). The reasons for this decision are to provide appropriate coverage in the sample for all of our academic disciplines, some of which did not have sufficient coverage in the smaller Sibson CUPA sample. Additionally, the CUPA data is updated annually, whereas the Sibson analysis was a snapshot in time.
- c) CUPA medians will be pulled to analyze our salaries in comparison to market every two years.
- d) Faculty will be matched to their four digit code according to the discipline within which teaching responsibilities are held, rather than according to degree.
- e) Faculty will be rewarded for successful post-tenure review. The reward is yet to be decided.
- f) Salary equity adjustments should also apply to those holding administrative positions. Further analysis is required for Chair salaries.
- g) Future equity adjustments will be made according to contract dates.
- h) Merit increases will be taken into account with future equity adjustments. Salary dollars that were earned by merit will be carried over to the next merit level. For example, if a person earned a merit increase of \$3,000 above the 85% level now, the faculty member would continue to be \$3,000 above the 90% level when the institution moves to the new equity level.

- i) The President stated that funding equity adjustments is an institutional priority, and should not therefore be a complete burden of the academic budget or the vacancy pool.
- j) Newly hired faculty should be brought in at no less than 85% of the market median, with some flexibility for department chairs and deans to make appropriate offers.

Discussion:

Jon Anderson added the following friendly amendment:

- k) CUPA does not have benchmarking data for lecturers and senior lecturers, so the recommendation is for lecturers to be at the CUPA instructor level plus 10%, and senior lecturers to be at the CUPA instructor level plus 20%.

Dr. Gant asked if the BC was considering the number of years in rank and the number of years since obtaining the terminal degree in a profession. Dr. Anderson responded that the number of years in rank are not in CUPA data. Data for department chairs are also not provided. He explained that associate professors would go to 85% if the incoming salary is above 85%.

Dr. Gant commented that we need to establish a benchmark with respect to merit, so that merit is added on top. Dr. Anderson added that Sibson didn't consider merit, but moving forward, we will be addressing this.

Dr. Marrero added that the dollar increases for promotion do not keep up with the market, and need to be larger. They will be looking at that in relationship to new hires at market. They will rerun the median every two years as it moves with the market. The larger CUPA data sampling is \$230K higher than Sibson 85% currently implemented. Dr. Anderson added that it is a \$230K commitment, plus \$800K last year; it is "a significant amount of cash." We need \$3M to accomplish this, and we need \$2.9M to get everyone to 85%.

A question was asked about item d) above: can we see what the four-digit codes are? Dr. Anderson responded that faculty can see the two-digit codes at the CUPA website, but not the four-digit codes; one must have a log-on code, which we have as an institution. Individuals will be able to see it eventually.

FS Chair Johnson said that he applauds the BC and the administration for their efforts.

Faculty, please provide feedback to the Budget Committee. The BC would like to bring this item back next month as an action item for a vote.

5. Announcements:

- a) The Chair, who is a member of the Provost Search Committee, said that the telephone interviews will be finishing today. On Tuesday the committee will discuss who to bring to campus for in-person interviews.

- b) A new Faculty Senate chair needs to be elected this spring. There are two nominees so far. Please send Dr. Johnson any nominations so he can talk with them. He suggested that nominations occur in February so the election can be held at the spring general faculty meeting.
- c) Regarding the engagement survey: the president said he has received questions about the confidentiality of the survey. He stated that we at UWG will never see the raw data. There will be no cross-tabulation that can identify people. Individuals need to be careful not to self-identify, though. Overall comments will be grouped to the relevant college/division. Dr. Marrero added that “your participation is important and confidential.”
- d) Regarding the strategic plan: it is close to coming to the review process. It will be out next week to the campus. It will go to the Faculty Senate Strategic Planning Committee and others for review. There will be 6-8 weeks for feedback, then a draft will come back to the Senate via the FSSPC as a final draft. There may be a faculty vote (and a staff vote) on the document. It will be taken to the BOR at the May meeting in order to be ready for the next fiscal year. Faculty may go to any open forum, including Faculty Senate meetings, to comment on it.

6. The meeting adjourned at 3:47 p.m.

Respectfully submitted,

Shelley Rogers,
Executive Secretary of the Faculty Senate and General Faculty