

Savannah State University Faculty Senate
Minutes for Tuesday, August 12, 2014 4:00 PM Whiting Hall Chan Auditorium

Senators of 2013-2014 Present: Ouandlous, Bell, Silberg, Jordan, Warren, Jahmani, Park, Savitskie, Wang, Wu, DeLoach, Gardner-Martin, Kawasha, Lewis, O'Brien, Rukmana, Walker, Adeyemo, Andreou, Curran, Kim, Wyche, Mosley

New Senators for 2014-15 Present: Tedrick, Iancu, Alexander, J. G. Wu, Yount, K. C. Walker

Ex-officio Present: Dozier, Verret, Adams, Barnette, Fayoyin, Gentry, Holmes, Lambright, Moore, Sarhan, R. Smith, Steffen, Walton

Senators Absent: Harris-Murphy, Niranjana, Brooks, Maynor, St. Mark, Atena, Johnson, Li, Taylor, Olubajo, Franklin

Excused Senators Absent: Brown

Visitors Present: Singh, Kirkley, Lloyd, Bongang, Berry, Toney, A. Moore, Bentley, Mustafa, Cunningham, Jayaraman, Tessema

I-Secretary Bell reported election results of the Officer Slate, executed via email. A majority of the Senators eligible to vote approved the Officer Slate:

- Vice Chair: Arav Ouandlous
- Recording Secretary: David Bell
- Corresponding Secretary: Nicholas Silberg
- Parliamentarian: Kenneth Jordan
- Logistics Officer: Yvonne Warren

The meeting was adjourned at 4:13 p.m.

I-Call to order- The first meeting of the 2014-15 academic year was called to order by Vice Chair Dr. Ouandlous at 4:14 p.m.

II- Approval of Agenda-Prof Silberg reviewed changes to the version of the agenda provided to Senators. The agenda was approved.

III-The April 29, 2014 Minutes were approved.

IV-Vice Chair Ouandlous reported that Reginald Franklin, Senator from the Journalism and Mass Communications Department, has been replaced by Kai C. Walker.

V- The Executive Committee Officers were sworn in by Dr. Dozier.

VI-Senate entertained the President's Report, which is incorporated into these minutes by reference. Included in the report was an announcement that over 1,000 students have an outstanding balance above \$1,000. She called upon Attorney Steffen to explain the new

smoking policy, which he described as having a soft roll out beginning September 1 with a more firm implementation effective October 1.

VI-Committee on Committees--Vice Chair Ouandlous acknowledged and thanked colleagues for their active service. He discussed the challenge of so many committees and relatively few senators. He charged the Committee on Committees to develop recommendations on the reduction of the number of committees and the number of members required on the committees, preserving the representation of each college.

Dr. Gardner, chair of Committee on Committees, reported that the Faculty Development Committee is fully populated and enthusiastically functioning.

Dr. Sarhan asked about obtaining a report of Senator activity on committees, such as a record of attendance. He explained his experience and concern with low participation by committee members.

Vice Chairman Ouandlous explained an Alternate Senator proposal under consideration by the Executive Committee. The proposal includes awarding a certificate of Senate participation provided a Senator to attended 80% of the Senate meetings. As such, in the event the Senator or alternate did not attend 80% of the meetings, neither would receive a participating certificate. The purpose of the alternate mechanism is to better ensure the Senate would function without excessive concern for a quorum.

Dr. Gardener explained that the chairs of committees have records of committee member service. Vice Chair Ouandlous added that the chair of each committee is to complete minutes, with attendance, and make the minutes available on the university web site. He charged the Committee on Committees with implementing this practice with the committees.

The Vice Chairman appealed to deans and department chairs to not schedule meetings that conflict with regular periodic meetings of the Senate.

VII-Overload update—Dr. Verret read the administration policy developed to implement the senate action, which is as follows:

Faculty overload compensation will be paid in the final paycheck for that semester. In the event that the overload for an individual is not sustained for the duration of the academic year, the overload will be recovered by the university in subsequent paychecks.

It was moved, supported, and approved by the Senate to accept this language and refer the matter to the Handbook Committee for development of the appropriate change. It was noted this action modified the handbook language submitted by the Handbook Committee pursuant to the Senate policy action on the matter in September, 2013 and approved by the Senate in April.

VIII—President Dozier administered the oath of Senate service for Kai C. Walker. Also, she presented Dr. Carl Walton, the new vice president of student affairs, who offered greetings and remarks to the Senate.

The Vice Chair officially welcomed Dr. Walton on behalf of the Senate.

IX—NPCC—The NPCC proposals presented to the Senate in the spring were approved; however, documentation was changed to properly reflect certain cross-listings and the NPCC wanted to remind the provost that these are to be implemented. This report was for information purposes only and required no action.

Senate Chair President Dozier expressed concern about Senators missing from the first session of the year. She asked Deans to ascertain if those absent represent their schools and ask them about the absence, as a matter of accountability.

As the session convened April 29th was not adjourned, Senators completing the final year of their term were expected to attend.

Dr. Gardner addressed the Senate offering commendation and thanks to Dr. Dozier for her hard work resulting in equity and merit pay increases, which enhanced the morale of faculty and led the Senate in applauding Dr. Dozier's service.

X—Announcements--Dr. Verret announced Ms. Caywood of auxiliary services wants to alert faculty to special pricing options and support available for student purchasing textbooks at the bookstore.

Vice Chair Ouandlous asked Parliamentarian Dr. Jordan to address the Senate regarding new Senator orientation. Dr. Jordan explained the importance of serving as a Senator, announcing an orientation session to discuss the operations of the legislative body with the date, time, and location to be communicated later.

Bay Street Theater will be performing *Chicago* each Thursday, Friday and Saturday in August, and SSU faculty are a part of the cast.

XI—The meeting was adjourned at 5:36 pm.

Respectfully submitted,
David A. Bell- Recording Secretary

Faculty Senate – August 12, 2014 President's Report

Good Afternoon and Welcome to a new and exciting year!!!

Welcome — new and returning faculty and administrators 2014-2015 academic year at Savannah State and let me introduce the newest member of our Cabinet, Dr. Carl Walton as the VP of Student Affairs!

My theme for this 2014 Academic Year is IT'S ALL ABOUT ACCOUNTABILITY!
Accountability, Assessment & Achievement

Our **May commencement** included 295 graduates. Thank you for working with our students to increase the number of students graduating each semester. This was our largest May commencement and total for fall and spring was 519.

Enrollment Statistics – * Applications received to date total 8,070 and the Admission team reviewed and made decisions on over 4600 prospective students and almost 2000 were offered admission as of Friday with 1500 being new freshmen and over 1300 have accepted our offer. The number of new students, first year, transfers who have accepted offers of admission and registered to date is 1374. This is anticipated to be our largest enrollment class.

Fall registration as of yesterday: 4,718 students. We are anticipating over 5,000 students enrolled for the fall.

We had record numbers of students who requested housing this fall semester and a number of alternative housing arrangements were made to accommodate more students.

New for this academic Year

- **Tobacco and Smoke-Free Campus Policy** - To preserve and improve the health and comfort of students, employees and any persons occupying our campuses, Savannah State University will implement the

new Tobacco and Smoke-Free Campus **Policy starting September 1st.** Under the ban, all forms of tobacco including smokeless tobacco and electronic cigarettes will be prohibited on campus property.

Financial Affairs

- New Spending began July 16, 2014. Budgets are on track for the new year, and the hope is to reach the target enrollment goal, which will solidify the 2015 budget.
- Independent Study Compensation
- Overload pay at end of term and overload pay rate –Insert details.

Salary Increases for Fiscal Year 2015

Over the last three years I have spoken with many of you about my desire to address salary inequities that I notice at SSU. I pleased to be able to report out that SSU over the last year was able to make significant progress on this initiative. Last fall, Blount and Associates was engaged to conduct a Southeastern United States salary study that resulted in the University obtaining a report that proscribes a salary range for every position we have. The report and available resources placed the University in position to make equity adjustments, increase our lowest hourly employee rate and merit pay increases for the first time in 5 years.

Specifically, over the last year 57 hourly employees received an increase in the hourly rate as of January 2014; 18 staff received equity adjustments and 54 faculty received equity adjustments. All other employees employed with SSU prior to July 1, 2013 received some form of salary increase during the year. As you all are aware the Governor and Legislature approved a 1% merit raise and the University System authorized institutions that have the sustainable resources to provide up to 4%. SSU was in the position to establish an upper limit of 4% merit increases.

We recognize that All persons did not receive an increase that may have been deserving of an increase. We have employees that are funded by Auxiliary units that do not have the resources to provide market adjustments or merit increase to the employees that are employed by those units. These employees are deserving and I would love to, but the System regulations do not permit us

to utilize other than funds generated by those operating units to cover the increase, the units have to have the sustainable funds for the salaries.

I know many would like to have received more and we will continue to work on compensation issues utilizing the Compensation Report as Governor and System authorization is provided and when resources permits us.

Campus Safety Task Force Update – The safety and security of our students and campus is our top priority. The Safety Task Force comprised of members of the campus community, as well as civic, government and corporate leaders. McMillan and Associates, a Savannah-based consulting firm, is facilitating the work of the task force, which will present its findings and recommendations this fall.

State of Georgia Highlights

- **Governor Nathan Deal Announces “Go Back. Move Ahead.” Campaign** – Georgia Governor Nathan Deal, University System of Georgia (USG) Chancellor Hank Huckaby and Technical College System of Georgia (TCSG) Commissioner Ron Jackson announced Georgia’s “Go Back. Move Ahead.” Campaign, which will encourage many of the more than one million Georgians who have completed some college to return and finish their degrees.

Events

- **New Student Welcome Week** – August 13-17, 2014
- **Graduate Student Orientation** – August 14, 2014
- **Continuing/ Returning Students Move In**- August 16
- **First Day of Classes** - August 18