**Savannah State University Faculty Senate**

**Minutes for Tuesday, April 29, 2014 4:00 PM Whiting Hall Chan Auditorium**

Senators of 2013-2014 Present: Ouandlous, Bell, Silberg, Jordan, Warren, Harris-Murphy, Brown, Jahmani, Niranjan, Park, Wu, Brooks, Franklin, Gardner-Martin, Kawasha, Lewis, Maynor, O’Brien, Rukmana, Walker, Andreou, Atena, Curran, Kim, Wyche, Mosley

New Senators for 2014-15: Tedrick, Wang, Iancu, Savitskie, Alexander, Olubajo, J. G. Wu

Ex-officio: Dozier, Adams, Barnette, Fayoyin, Holmes, Jolley, Lambright, Sarhan, Steward, D. Smith, R. Smith, Yount, Moore

Senators Absent: DeLoach, St. Mark, Johnson, Li, Taylor

Excused: Adeyemo

Visitors: Metts, Jenkins, Walker, Bentley, Odom

I- Call to order- The meeting was called to order by Vice-Chair Dr. Ouandlous at 4:12 p.m.

II- Approval of Agenda- The agenda was approved, with modifications for the President’s Report and swearing in of new senators.

III- The April 1, 2014 Minutes were approved.

IV- The Senate entertained the President’s Report, which is incorporated into these minutes by reference. A copy of BOR guidelines for salary changes was distributed. Faculty eligible for equity compensation adjustment will be notified via deans. The Provost has a copy of the salary scale study report and will determine release to deans and department chairs.

With the approval of the Senate, the agenda was adjusted to interrupt the President’s Report to address Salary Compression.

V- Salary Compression—There was extensive discussion about salary compression distinguished from merit pay adjustments. Mr. Jolley discussed the salary scale study and efforts to address the compression issues. The compression pay equity issue is expected to take three or more years to achieve specified goals. The focus is to increase compensation to the mid-point of the region. Also, it was underscored that equity is measured within department and college.

The meeting continued with the President’s Report.

VI-Summer Pay—Dr. Ouandlous reported that the Executive Committee discussed the matter. Academic Affairs will be conducting an evaluation and provide a recommendation.

VII-Swearing in of new Senators was administered by President Dozier.

VIII—Student Success Collaboration (SSC) platform. Dr. Holmes Introduced SSC to the campus. A summary sheet was distributed. She described its use as an innovative advising tool, including academic majors and careers with greatest likelihood of success. This summer efforts will focus on pilot testing and implementation in preparation for a full release. Currently nine USG institutions, including Georgia State University, are part of the collaboration.

IX—A brief departure from the agenda was approved by the Senate to accommodate a special presentation of flowers to Dr. Dozier, expressing appreciation for her service.

X—Overload pay dates clarification. Dr. Silberg expressed that there are faculty questions regarding pay dates pursuant to the changed adopted by the Senate. The decisions of the Senate were reviewed. Mr. Jolly reported that there is an unresolved BOR issue being addressed by academic affairs with regard to solidifying how recoupment of overpayments will be accomplished. For fall payment, a formal policy needs to be prepared by academic affairs by October.

XI—Committee Reports

Executive Committee: Vice Chairman reported on the activities for the academic year. The reported focused on work guided by organizational efficiency, business of the school such as curriculum reviews, and the future.

NPCC: Dr. Holmes provided an overview of activities for the year. Approximately 70 curriculum matters were acted on during the academic year.

The NPCC was in the process of electronic voting on numerous proposals. Subsequent to April 29, the Senate considered the matters electronically and approved the package of proposals. This process was moved, seconded and approved by the Senate on April 29.

Academic Calendar: Dr. Holmes reported that a calendar was in the process of being finalized and will be released shortly.

Committee on Committees: Dr. Gardner reported members were requested to clarify their status on the various committees and those who did not respond to the contrary are expected to serve the coming academic year. All committees are complete.

Handbook Committee: Dr. Hoskins, university faculty secretary, reported on Handbook work. A document was provided that included notes that should be given attention and changes, such as grammar and policy inconsistencies, needing Senate action. She discussed several items in the document. It was moved, supported, and agreed to accept the changes proposed by the Handbook Committee.

Library report: The report of activity was distributed. Mrs. Fayoyin highlighted several accomplishments.

Given the lateness of the hour and quorum difficulties, President Dozier, chairman of the Senate, recommended that the Senate move forward with officer nominations with voting to be administered electronically. With the Senators present moving, supporting, and agreeing, the officer nomination process moved forward under the leadership of the parliamentarian.

XII—The following officer slate was nominated, by motion, support and voting:

Vice Chair—Arav Ouandlous

Recording Secretary—David Bell

Corresponding Secretary—Nicholas Silberg

Parliamentarian—Robert Jordan

Logistic Officer—Yvonne Warren

XIII—No announcements were made.

The meeting was not adjourned pending the vote on officers and Senators were directed to the reception being held in the student center.

Respectfully submitted,

David A. Bell- Recording Secretary

President’s Report

Faculty Senate – April 29, 2014

Whiting Hall Auditorium, 4 p.m.

Good afternoon and thank you for all that you do for our students and for Savannah State University.

* Thank you to all who attended or in some way supported the President’s Scholarship Gala on Saturday.
* University Advancement reports that the event was sold out.
* Proceeds from the gala will go toward student scholarships.
* Five individuals and organizations became the inaugural recipients of the university's Awards of Excellence:
* **Service:** 100 Black Men of Savannah, Inc.
* **Scholarship:** Dr. Margaret Chisholm Robinson (1952)

Dr. Robinson is professor *emerita* and former dean,

SSU College of Sciences and Technology

* **Leadership:** Savannah Mayor Edna Branch Jackson (1968)
* **Leadership:** USMC Lt. Gen. (Ret.) Walter E. Gaskin (1974)
* **Philanthropy:** Mrs. Louise Lautier Owens (1939)

Mrs. Owens isprofessor *emerita* of English,

SSU College of Liberal Arts and Social Sciences

As we approach the end of this academic year and prepare for Spring Commencement . . .

**Board of Regents Highlights**

* The Board of Regents at its April meeting approved a 2.5% increase in our undergrad tuition rate, the 3% we requested in our graduate tuition rate, and increased our state appropriation by $796,624 (to $19,467,891).  The new level of appropriation, an increase in rate coupled with our projected enrollment to 5,011, if achieved, will generate $3,153,624 in revenue that will enable base budget expansion.  The System Office has designated how $773,624 is to be utilized.  The vice presidents and I are considering the $3,531,185 in base budget funding request submitted against the $2,380,000.  This amount may be reduced.

**State of Georgia Highlight**

* Gov. Nathan Deal on Monday approved the USG budget with $2.5 million earmarked for SSUfunding to design and plan a Marine Science and Technology Lab building for campus.

**Administrative Issues**

**Salary Study**

* The University engaged Phillip Blount and Associates to conduct a Faculty and Staff Southeast Regional Compensation Study. The study was utilized to support the adjustments provided to the university’s lowest paid employees in January 2014. Dr. Verret, VP Jolley and I have been working on a methodology to apply to faculty for next year’s contracts. The system has provided instructions to institutions for implementation of merit increases and other salary adjustments determined to be warranted. I have provided a copy of the Board of Regent’s guidelines. One of the overriding considerations is for the institution to have the resources to sustain all salary increases to be implemented July 1, 2014.
* The study was utilized to move all employees who made less than $18,000 a year to an hourly wage that will have them earn more than $18,000 a year.  The same study is being used to partially address faculty and staff salary equity issues as we start the next fiscal year.

**Merit-based pay increase**

* Many of you may be aware that a 1% merit-based increase has been approved.  University and college presidents have been granted the authority to add to the 1% and to address salary compression issues at their campus contingent upon having funding to maintain the new salaries.  Additionally, a plan has to be submitted with supporting documentation for any changes in salary in lieu of or not based on merit.  The merit based and any other salary increases SSU determines can be funded at this time will begin July 1st **.**

**Tobacco-free policy**

* A task force has been convened and will be meeting soon to discuss challenges, implementation and proposed sanctions relative to USG’s new tobacco-free campus policy, which goes into effect October 1st. Co-chaired by Dr. Sandra Best and Attorney Joe Steffen, this task force is composed of representatives from each of the Colleges, the School of Teacher Education, Staff Council and the Student Government Association.

**Academic Affairs**

**Graduation**

* Savannah State University will hold its 184th Commencement ceremony at 9 a.m., Saturday, May 10th, in T.A. Wright Stadium. Approximately 330 students are expected to receive associate, undergraduate and graduate degrees during the ceremony, which is free and open to the public. The commencement address will be delivered by Assistant Secretary Linda Thomas-Greenfield, who leads the U.S. Department of State’s Bureau of African Affairs.

**Enrollment**

* The number of students who have accepted offers of admission has increased to 655 (this includes 594 freshmen and 61 transfers) with another 665 (all freshmen) offered but not yet accepted.
* Applications this year total 6,237
* Total number of students awaiting Compass Exams is 977

**Academic Kudos**

* SSU received a two-year grant from USG to fund an academic bridge program for Hispanic and Latino freshmen students. The program will serve approximately 40 incoming freshmen students and their families.  USG was so impressed with our proposal that they awarded $50,000 per year rather than the $36,000 per year requested (max allowed).  **Mr.** **Francisco Duque** in the Center for Academic Success is the Principal Investigator on the grant.
* **Dr. Karla Sue Marriott,** associate professor of chemistry and forensic science, and two of her undergraduate students **– Shakema Bowman and Daniel Meis –** contributed cutting-edge cancer research that has been transported aboard the Space X-3 rocket to the International Space Station.  This history-making event took place through a funded research collaboration between NASA and five HBCUs, including Savannah State. Ms. Bowman is a forensic science major and Mr. Meis is a biology major. Both are sophomores.
* Savannah State hosted its fourth Annual Research Conference and Research Infrastructure in Minority Institutions (RIMI) Symposium on April 8th. Thanks to the 164 student presenters, speakers, judges, exhibitors and sponsors for their support and to our faculty, staff and student volunteers who helped to make the event a success. **Kudos to Ms. Recha Reid, RIMI’s program manager**

* Student Success Collaborative in Partnership with Educational Advisory Board to strengthen advising and timely intervention. More information will be shared by Dr. Holmes later on today’s agenda.

**Student Affairs**

**Fall Housing**

* Students registered for Fall Semester will not be assigned housing until after the Spring Semester. We have received more than 1,400 housing applications for Fall Semester (with the majority being applications from returning students). We are anticipating an incoming freshmen class of more than 1,500 students (with the majority of them requiring on-campus housing), which will require the division to house primarily freshmen students on Alexis Circle.

**USG Military Affairs Tour**

* The USG Director of Military Affairs, Dr. David Snow, visited the campus last week as part of his familiarization tour of USG institutions. Our Military/Veterans Resource Center was recently highlighted by Dr. Snow at several Regents Advisory Committee Executive Leadership meetings in Atlanta. We had a record number of military learners enrolled during Spring Semester.

**Athletics**

* The department would like to reintroduce the ULTIMATE FAN PASS.  This pass will give you entrance to all home athletic contests for the 2014-15 academic year.  The cost is $100 for one pass or $180 for two passes.  There are two forms of payment for the pass. An individual may pay using the payroll deduction plan or purchase the pass from the athletic business manager, Ms. Selena Warner

(ext. 3429).

Upcoming Events

* The Division of Student Affairs’ Annual Awards Banquet will be held tonight in the King Frazier Ballroom, starting at 7 p.m. Our newly elected Student Government Association (SGA) Officers will be sworn in during the awards banquet.
* Please join us for the first Armed Forces Day Celebration at SSU. The Office of Veterans Affairs will celebrate Armed Forces Day on Monday, May 5th at 11 a.m. at the Hill Hall Flag Pool. Armed Forces Day is normally celebrated later in May, but because of our break between semesters it was suggested that we celebrate the day earlier during the month. An ALL Users and ALL Faculty email will be sent out this week with more details.

As we wrap up this academic year, we must remain focused on helping our students reach their full potential. If they face challenges, encourage them. If they need a helping hand, extend it. Together, let’s finish the year strong.