

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

Senators of 2013-2014 Present: Ouandlous, Bell, Silberg, Jordan, Warren, Harris-Murphy, Brown, Niranjana, Park, Wu, Brooks, Franklin, Gardner-Martin, Kawasha, Tedrick, O'Brien, St. Mark, Adeyemo, Andreou, Atena, Curran, Kim, Taylor, Wyche, Mosley, Jahmani

Ex-officio: Dozier, Jolley, Verret, Adams, R. Smith, Paz, Hardy, Holmes, Fayoyin,

Senators Absent: Lewis, Maynor, Johnson, Li, Walker

Excused: DeLoach, Rukmana

Visitors: Bentley, Kalantari, Wang, Setliff, Mustafa

I- Call to order- The meeting was called to order by Vice-Chair Dr. Ouandlous at 4:07 p.m.

II- Approval of Agenda- The agenda was approved.

III- The January 14, 2014 Minutes were approved.

IV- The Senate entertained the President's Report, which is incorporated to these minutes by reference. In addition, she reported February 13 is SSU day at the State Capitol. Dr. Verret will be discussing needs with deans and department chairs. Also, President Dozier reported the Governor is recommending a 1% merit pay increase to be included in the budget for all state employees.

V- The Senate entertained an update on the Confucius Institute presented by Dr. Naniuzeyi. SSU is the 2nd HBCU and fifth university in Georgia to be selected as a site. The Confucius Institute serves as a platform to facilitate international and cultural exchange, as well as promote economic development in host cities. It gives SSU students an opportunity to learn the Chinese language and the culture. The inauguration will take place in fall 2014 and will be a major event, including dignitaries from China.

Dr. Naniuzeyi presented an opportunity for SSU to sponsor a program to teach English as a second language (ESL). A firm will help SSU establish the program and be certified for non-credit courses to prepare applicants to take the Test of English Language as a Foreign Language (TOEFL). A motion for Faculty Senate support for the establishment of an ESL program at SSU was moved, seconded and approved.

VI-The Senate considered the matters of salary compression and summer pay. Dr. Ouandlous shared factors that would be advisable to consider in addressing compensation changes, including economic measures that can be used to develop an index employed in the salary adjustment. He explained it is an administration decision, not a decision of the Faculty Senate.

He continued by providing a brief history of summer pay approaches and computations. He reported some faculty are interested in going back to a percentage of base compensation, rather than the current fixed dollar amount; especially should there be a salary compression adjustment. Similarly, comments from Senators reported support for the fixed dollar approach.

Mr. Jolley reported that SSU has completed a staff and faculty salary study focusing on the state and southeast region of Georgia. Steps have been taken to address certain low paid staff positions, such as custodial and administration staff. The administration will be working over the next year, plus to address the matter. President Dozier reported the administration will be meeting with the chancellor to discuss the 2015-16 budget, including a report on the salary study findings.

It was moved, second and passed that the Faculty Senate send a letter to state elected officials in support of these matters of interest to faculty.

Mr. Jolley reported the president will create a process to release the findings of the salary study throughout the university. The release is highly contingent on the president's calendar. The timing will be based on the budget approved by the University System of Georgia. President Dozier reported the study is expected to be released by the semester's end.

President Dozier explained there has to be funds set aside to address salary inequity. When Complete College Georgia moves forward to changing the basis for funding, and SSU increases and maintains growth gains, then SSU is able to assess the capacity to sustainably address salary inequities. System funding is not provided to address the inequity issue. She explained the administration is committed to work to address the matter and make sustainable change.

Dr. Verret summarized the summer pay structure based on classification. He described the associated imbalance between disciplines when a percentage method is used. Mr. Jolly recalled that the fixed amount employed by USG was applied at SSU as faculty complained to USG about the percentage approach.

A motion to table consideration of summer pay methods until the presentation of the salary report was moved, seconded, and approved.

VII-The Senate received a clarification on overload pay dates. Next fall compensation will be paid in December, not January. Dr. Verret, deans, and department chairs will address those issues that relate to administering overpayment recoupment. Dr. Verret explained a policy needs to be developed that provides for a simple process to recoup the overload pay in the event circumstances result in money owed to SSU.

VIII-Committee on Committees Report- Dr. Grardner reported faculty members are anxious to work on behalf of the university. She asked committees to convene and move forward, explaining that a full report is to be presented by each committee at the end of the academic year. A list of members serving will be sent to university departments and placed on the web site.

A motion to accept the report, with Dr. Johnnie Myers removed from the Handbook Committee, was seconded and approved by the Senate.

No other committee reports were presented.

VII- Announcements—CLASS Dean Robert Smith introduced Dr. Paz as the new chair of the Department of Social work. Dr. Verret announced that the VP of student affairs selection committee will bring three candidates to SSU in the coming weeks. It was also announced the Georgia Council of Graduate Schools will be meeting at SSU April 23, 24. It was suggested that next year classes be structured to accommodate students to attend the full two-hour Freedom Day session. It was announced that the Harris Neck symposium will be held on campus Wednesday. Author Beverly Jenkins will be on campus as part of Savannah Heritage Festival.

IX-Adjournment- the meeting was adjourned at 5:32 PM.

Respectfully submitted,
David A. Bell- Recording Secretary

Faculty Senate – February 4th, 2014

President's Report

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

State of Georgia highlights:

- A delegation from Savannah State University has been meeting with members of the General Assembly to advocate for funds for the proposed Marine Science and Technology Lab Building. I'd like to note that we have received a positive response from the legislature.
- The Georgia House of Representatives voted January 31st to pass legislation that would permit guns on college campuses with some restrictions. The legislation now moves to the state Senate for consideration.

Board of Regents

- Board of Regents will meet next week and the tobacco free policies will be discussed.

Academic Affairs

Our current spring enrollment is 4534 students and a number of additional students are registered for the Spring mini-semester

Student Affairs

- We have had 184 student-conduct violations for ethics during the spring semester; as of February 3, 2014 (27 Level Ones [Zero Tolerance], 40 Level Twos [Serious Misconduct], and 117 Level Threes [Misconduct]).

- Savannah State has a record number of G.I. Bill enrollees as of February 1st, a total of 147students.
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- Savannah State students who were staying on the campus of Armstrong Atlantic State University (Fall 2013 and January 2014) have been transitioned back to Savannah State University into on-campus housing.

Events:

- Thank you to all of the Faculty and Staff with their support and participation in the 2014 Black Heritage Festival Events. The month-long Savannah Black Heritage Festival opened Saturday, Feb. 1st, with a theme of "Dare to Dream; Create a Legacy." All festival events and activities are open to the public.
- Savannah State University and the Harris Neck Land Trust will co-sponsor an in-depth look at the 200-year struggle for freedom of a Gullah community on Georgia's coast. The Harris Neck Symposium will be held Wednesday from 9 a.m. to 3 p.m. at the university's Student Union.
- Black AIDS Awareness Day at SSU will be observed on Feb. 6th.
- The annual Black Executive Exchange Program (BEEP) will be held on campus from February 26th to 28th. The Spring Career Fair Extravaganza (including Graduate School Recruiting) will be held on-campus on March 5th.
- SSU Celebrated National Freedom Day on Friday, January 31, 2014. Major Richard R. Wright, SR; Advocated and supported the establishment of the holiday which was signed into law by President Truman in 1948.

**Thank you for your continued efforts towards Excellence
during the spring semester 2014.**