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5-23-2012

Motion on Moratorium (Executive/Administrative/Managerial increases)

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Submitted By

Michael Moore, Maria Adamos, Robert Batchelor, Yasar Bodur, John Brown, Kathleen Comerford, Robert Costomiris, Marc D. Cyr, Richard Flynn, Julia Griffin, Michelle Haberland, Alina Iacob, Stephen Jenkins, Rebecca Kennerly, Gautam Kundu, Maggie LaMontagne, Goran Lesaja, Johanne Lewis, Jim LoBue, Trent Maurer, Bruce McLean, Fred Mynard, Eric Nelson, Sze-man Ngai, Sandra Peacock, Joe Pellegrino, Rob Pirro, Dan Rea, Michelle Reidel, Jim Reichard, Fred Rich, Paul Rodell, Candy Schille, Katy Smith, John Steinberg, Jeff Tysinger, Wei Tu, Mary Villeponteaux, Janice Walker, Mark Welford, Jamie Woods, and Rob Yarbrough

Approved by the Senate: 6/9/2012

Not Approved by the Senate:

Approved by the President:

Not Approved by the President: 6/29/2012

Motion on Moratorium

Submitted by Michael Moore

5/23/2012

Motion:

We move that Georgia Southern University institute a moratorium on Executive/Administrative/Managerial increases in numbers and salary until resources are available to significantly increase the numbers and salaries of the membership of the Corps of Instruction and the salaries of GSU staff members who are paid below the poverty level.

Rationale:

According to the GSU Fact Book figures presented to the Senate in Fall 2011 and to the data presented by Tony Barilla on behalf of the Senate Executive Committee at the March 19, 2012, Senate meeting, GSU has seen large increases in the number of Executive/Admin/Managerial personnel, while increases in faculty numbers have been proportionately much lower despite an ever-increasing number of students. That is, our increasingly meager resources are being diverted from our University's core teaching and research missions, thus imposing an ever-heavier workload on too few faculty. We need more faculty to alleviate this situation.

Further, when Executive/Admin/Managerial personnel have their workload increased by having duties added, often they receive enhanced pay, sometimes straight up, sometimes in conjunction with changes in job titles and/or promotions. Apparently, GSU has the financial resources for that. But when faculty have their workload increased via more students per class, more classes per academic year, increased research

expectations and/or more service responsibilities, they receive no such pay enhancement. Indeed, Georgia Southern faculty are at the low end of state and national salary scales – and that statistic pales beside the fact that, as President Keel and Provost Moore told the Senate in March, we have a large number of staff paid below the poverty level, staff who cannot afford to pay for health insurance. As Emory President Jim Wagner wrote in his university's annual report, in times like these "We would be tempted to ask people to do more with less. Such a path is neither ethical nor financially viable for the long term."

This motion is submitted by the following Georgia Southern faculty: Maria Adamos, Tony Barilla, Robert Batchelor, Yasar Bodur, John Brown, Kathleen Comerford, Robert Costomiris, Marc Cyr, Richard Flynn, Julia Griffin, Michelle Haberland, Alina Iacob, Stephen Jenkins, Rebecca Kennerly, Gautam Kundu, Maggie LeMontagne, Goran Lesaja, Johanne Lewis, Jim Lobue, Trent Maurer, Bruce McLean, Michael Moore, Frederic Mynard, Eric Nelson, Sze-Man Ngai, Sandy Peacock, Joe Pellegrino, Rob Pirro, Dan Rea, Michelle Reidel, Jim Reichard, Fred Rich, Paul Rodell, Candy Schille, Katy Smith, John Steinberg, Jeff Tysinger, Wei Tu, Mary Villeponteaux, Janice Walker, Mark Welford, Theresa Welford, Jamie Woods, Rob Yarbrough

SEC Response:

The SEC voted unanimously to include this motion on the agenda of the June 6 meeting.

Senate Response:

Minutes: 6/6/2012: A Motion Regarding a Moratorium on Executive, Administrative, and Managerial Increases in Numbers and Salary: Marc Cyr (CLASS). "We move that Georgia Southern University institute a moratorium on Executive, Administrative, and Managerial Increases in Numbers and Salary until resources are available to significantly increase the numbers and salaries of the membership of the Corps of Instruction and the salaries of GSU staff members who are paid below the poverty level." President Keel appreciated the perspective, but was confused about how he could even address this if he were in a position to do so. He hoped putting 35 new lines in the faculty would address part of this issue. Also, GSU had just increased the salaries of staff members who are paid below the poverty level and so addressed that part. Also, he had actually read the minutes from the last two faculty senate meetings in which this

issue had been discussed ad nauseum in terms of whether we do or do not have more administrators, and it looked like we hired twice as many faculty as we did administrators. He appreciated that you can massage these numbers until you get the answer that you want. He did not believe we as a University want to put a moratorium on hiring anybody if that particular individual is needed to address key problems. For example, were this motion to pass and it is determined that we need to hire an administrator to help us with SACS compliance, we wouldn't be able to do so. He appreciated where signatory faculty were coming from and noted that since he's been here, hiring faculty is a number one issue. But we're addressing that now and will continue to do so. He would not be in a position to be able to put a moratorium on hiring anyone.

Robert Costomiris (CLASS) understood that the motion pertained to an increase in numbers, and presumed we had somebody in place already dealing with SACS compliance, so that person could be hired. The motion was addressing new administrative positions, not ones that currently exist.

President Keel said we have that person in place, but 15% of our programs are not in SACS compliance, which made him unsure we have enough individuals in that office to address the needs we have. The motion would put a stop on something today that would put us in a bind, unable to hire necessary individuals tomorrow when problems that we are not even aware of could come up.

Marc Cyr (CLASS) noted that with the numbers that had come out since fall, it seemed the most presumably accurate numbers show that for every two faculty members hired, an administrator is being hired. That seemed like an awful lot of chiefs. He further pointed out that the moratorium also was on increases in salary. As the rationales pointed out, when faculty members' workloads are increased with more students, more classes, more assignments, and so on, they do not receive an increase in pay. However, when this occurs with somebody in the administrative/managerial/executive category there tends to be an increase in pay, very often along with a change in job title. He added that the moratorium was prepared before the large announcements made earlier about staff pay increases and so forth, but it still seemed to him to be a good idea that we hold back on the chiefs until we've got more indians, and more indians being paid properly.

President Keel asked if Cyr would also suggest that we put a moratorium on providing the pay increases that go along with faculty promotions, given that we increase the pay of administrators who have taken on more responsibility or who have been promoted,

but we also do the same thing with faculty who have been promoted. The proposal gets us into a very gray area that would be difficult to objectively carry out. Moderator Krug wondered if this could be considered as a philosophical issue, that is, to use the word from the Legacy Report, it is our ethos that this be what we try to do.

President Keel thought the moratorium's point already had been well-made, that all administrators will think twice about this. As our budgets increase, as he's said many times, it is going to be the number one priority. And if he didn't want to do that, the BOR would force him to do that through Complete College Georgia, the accountability that we're going to have to make sure we have the faculty and staff in place to make sure that works. Moderator Krug took that to mean that he has the same philosophy that faculty do.

President Keel said, "Absolutely." But the moratorium would not allow him to, say, hire a dean for a new college, or an administrator for a new program that we all would instantly say is in the best interests of the University and our students. He would hate to back us into a corner.

Michelle Haberland (CLASS) pointed out that the faculty will have gone six years with no salary increase, and were going to come in over the summer to work on SACS, many uncompensated because they are not under contract. She guessed what President Keel was seeing was a lot of frustration. President Keel said he understood completely. Haberland continued, noting \$300,000 paid to an Associate VP of Institutional Effectiveness over two years, and that the proposed new faculty will have salaries the same as hers, and said it's long past time that faculty compensation be addressed, yet she was not seeing that happen. Again, President Keel agreed completely. But raises are a Board of Regents decision to make, and that is predicated upon how that would be perceived by the Governor's office and the legislature. He also noted that it's not just the 700 faculty here, it's also the 1400/1500 staff not seeing a raise, and even though we had addressed an egregious issue with regard to our lowest paid staff, that really is not a raise, that's just the right thing to do, an equity issue. Very few states are giving raises. But talk about pay increases is beginning to happen. We could put moratoriums in place all day long, free up lots of money, and he still couldn't pass it on to the faculty because he's not allowed to give raises.

Marc Cyr (CLASS) said his main concern was not raises, but more faculty and a lower student teacher ratio to increase the quality of education at GSU, and decrease the burnout and demoralization of the faculty here. He thought that, in general, when administrators have a problem, they figure that we need to hire somebody to study that

problem, another administrator to come up with a couple, three, four, five programs to fix this problem. And so that administrator gets hired. One of the things he hoped that this motion would do is redirect that thinking towards the faculty, and that without something like this motion that was unlikely to happen. President Keel said he and his colleagues don't think that way. He noted again that he has said since he interviewed for his position that the most important thing we have to do is hire more faculty. He hoped that the budget this year would give faculty some comfort that we are beginning to put money where his mouth is. This fiscal year 54% of the entire budget goes to Academic Affairs. If you take out the component used to increase staff pay to poverty level, it would have represented 63% of the entire budget. Last year Academic Affairs had 67% of the entire budget. Putting more faculty in place is a priority we will tackle aggressively. The motion was Approved with 6 opposed.

President's Response:

Following review of the recommendation adopted by the Faculty Senate at the June 6, 2012, Faculty Senate meeting, as provided in your memo of June 7, 2012, I am DISAPPROVING this motion. As I stated clearly in the Faculty Senate Meeting, I cannot support this motion. Because staffing needs, both faculty and administrative, cannot always be projected or anticipated, such a moratorium places an unrealistic burden on the University and on its ability to effectively plan and grow. I am fully aware of the increased workload of all our faculty, as well as staff, and I have stated publicly numerous times that hiring more faculty and staff is a priority of this administration. Furthermore, as indicated at the Faculty Senate meeting, I have just approved a FY13 budget that provides for the hiring of approximately 35 new faculty positions, which will go a long way towards increasing much needed faculty and reducing teaching and workloads. Finally, as also stated during the Faculty Senate meeting, I have approved a FY13 budget that will address the issue of our staff who are currently below the poverty line. Therefore, I have addressed the vast majority of the issues stated in the rationale for the motion.