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SEC Meeting with the President and Provost
November 4, 2022
11 a.m. to 12:10 p.m.

In attendance: Kyle Marrero (President), Carl Reiber (Provost), Bill Dawers (senate president/CAH), Sheri Carey (WHCP), Christine Bedore (senate librarian/COSM), Annie Mendenhall (CAH), Ed Mondor (president-elect/COSM), Scott Taylor (staff council), Rob Terry (senate secretary/CAH), Bill Mase (JPHCOPH); Hayden Wimmer (PCEC), Kymberly Harris (COE), Marieke Van Willigen (CBSS), Kwabena Boakye (PCOB)

Absent: Wilhelmina Randtke (Libraries)

Meeting began at 11:03 in earnest

President Marrero began by talking about updates that he had shared at the Staff Council meeting earlier in the morning. He asked Bill Dawers, who heard those updates, if there was anything that he wanted to bring into this meeting from that one. Dawers responded that he thought a staff member raised a particularly interesting point about the staff study using educational institutions as comparators rather than nearby corporate and government employers. President Marrero spoke about the difficulties in trying to keep up with the salaries offered in many fields, especially IT. Hyundai was mentioned as a coming pressure that will make hiring and retention of staff more difficult. Scott Taylor commented that higher ed competes not only in salary but in the unique work environment that it provides.

President Marrero then spoke about his interview with the editor-in-chief of the *Inkwell* edition of *The George-Anne*, specifically a question about training for faculty teaching site-sync courses. President Marrero added that he told the EIC about the upcoming survey of faculty teaching site-sync courses. Bill Dawers noted that he had had not discussed any of these issues with the EIC and said that he hoped the site-sync survey would be rolled out by mid-November.

Then President Marrero provided a budget update. Without rehashing all the numbers, President Marrero said that 66 positions are being held back (a mixture of staff and faculty positions) to make up for the necessary budget reductions. These positions will be identified soon in the full budget narrative. The three faculty lines in the budget request for new investments are in key areas of growth: logistics, management, and tactical athlete certification (part of a program targeting active duty soldiers at Ft. Stewart to increase the speed of physical recovery as part of a train-the-trainer program). One staff position will also be requested in the Student Accessibility Resource Center (SARC) to return the funding to E&G. The budget narrative will also ask for an additional \$420,000 for faculty and staff salary equity.

Marieke Van Willigen (CBSS) asked if there would be any adjustments this year based on the result of the salary equity study. President Marrero said that his intent - and he stressed intent - was to try to use the data in the budget for this year. He said that the process for adjustments begins with conducting a salary study that must be approved by the system. President Marrero

stressed that one way or another, some effort to address the gaps would be made; however, with 2,800 employees, even a pool of \$420,000 would be diluted quite quickly. He stressed that anything that was done would be incremental at best. If enrollment continues to look positive in the spring, it might become easier to consider adjustments.

Bill Dawers (CAH) then asked about the question asked last senate meeting about the percentage that Georgia Southern stands in terms of the median salary, which Segal presented as 92% but appeared to be 90% based on a table in the presentation. Provost Reiber provided a clarification, indicating that the formula is not based just on the division of two numbers but a breakdown by pay scale by rank (professor, associate professor, assistant professor, NTT, lecturer), so the calculation is more complex. Bill Dawers said that this information made sense, but noted that the Segal presentation did not have data broken down by rank as the 2021 presentation did. Provost Reiber stressed that the report was very high-level and that more information will be presented in the final document. President Marrero said that the administration is also asking questions, but that the shared information was an effort in transparency. President Marrero stressed that the final report will reflect all the requested information from both the senate, the faculty, and the administration. He said that while the median is important, he is more concerned with the floor and adjusting those at the lowest levels rather than at the middle level so that the adjustments have the most meaningful impact. Regarding the study, he said that he was pleased that the list of comparators was much more comprehensive than previous years, with over 30 R1 institutions among the list of peers.

Bill Dawers responded that he doesn't believe that there is an attempt to conceal information, but that he was concerned that the data aren't showing improvement in the university's position relative to peers compared to last year's study. Provost Reiber said that the early data was an effort in transparency, and the administration and Segal were trying to get information out quickly even if it was incomplete. Provost Reiber said that Segal is working to provide complete answers to questions as quickly as they can. Bill Dawers also noted that Segal's presentation used slightly different terminology than in 2021, which made comparisons difficult. President Marrero said he wanted to make sure that Dawers's concerns would be addressed and said that Dawers might meet directly with Segal representatives. Bill Dawers said that he would submit the questions raised at the senate meeting in writing.

Marieke Van Willigen suggested that we need to make certain that senators and faculty understand that Segal's report was preliminary and that more information would be forthcoming. President Marrero said that he tried to stress that in the senate meeting, but it may not have been communicated effectively. Responding, Dr. Van Willigen said that she was very pleased with the larger pool of comparators and felt that it was more representative than the lists used in 2021.

President Marrero agreed with SEC members who noted that no salary study can be perfect, but he asked that all members of the SEC and the Senate recognize the administration's commitment to doing salary studies and trying to address salary problems.

President Marrero spoke about the motion that passed at the last senate meeting regarding NTTs and external reviewers. President Marrero noted that while senators have the right to bring up a motion in real time, he would have liked for more communication in advance. He specifically asked that, if possible, such motions that will need support from the administration be discussed in his meetings with the SEC before they come to the full senate. Bill Dawers and Annie Mendenhall (both CAH) spoke about the SEC's process in this case, with Dr. Mendenhall noting that she had taken the concern to her dean and had received support. Both Dawers and Mendenhall noted that the agenda had been distributed five days before the senate meeting. President Marrero stressed that he wants to foster positive communication between administration and faculty senate and that having the opportunity to talk about the motion earlier would have helped.

Rob Terry (CAH) emphasized that removing external review requirements for NTTs who are not expected to do research would not lead to removal of external review requirements for faculty who are expected to do research. Marieke Van Willigen (CBSS) contributed that in the past, some colleges have had their own policies requiring external review of all faculty. President Marrero suggested that an amendment to the language giving colleges that option would make the motion more acceptable. Annie Mendenhall (CAH) proposed some language that both President Marrero and Provost Reiber said would be reviewed positively.

The meeting was adjourned at 12:16pm.