

University Senate Budget Committee

Tuesday, March 26, 2013

315 Dahlberg Hall

3:00 PM

Members Present: Lesley Reid, Jennifer Chiovaro, Peggy Gallagher, Charles Gilbreath, Skye Hardesty, Miriam Jackson, Bill Kahnweiler, William Long, Jerry Rackliffe, Rose Sevcik, Cherian Thachenkary, Elizabeth West, Katherine Willoughby, Margaret Wilmoth, Yongsheng Xu

1. The committee approved last meeting's minutes.
2. William Massey, Vice President for Development and President of GSU Foundation presented on the GSU foundation's fundraising plans.

This year GSU is at \$23 million funds raised. Last year GSU raised \$21 million. At the end of January GSU surpassed the total for all of last year. Of funds raised 66% went to operations, 16% to capital/building, 14% to endowment, and 2% to other. 64% of gifts came from alumni, 3% from friends, 22% from corporations, 6% from foundations, and 2% from other organizations. GSU is raising \$20 million a year right now, and the goal is to double that amount to \$40 million and sustain that level. GSU is not a mature fundraising organization; we have only had one fundraising campaign in our history.

GSU contracted with a consulting firm to conduct a feasibility study of campaign steps for this capital campaign, who determined that a \$300 million campaign over seven years was feasible in the current economic climate.

Questions from the committee: Is 7 years a long time? A: Not anymore. 5-7 years' duration is standard for large public institutions. Most of the 7 years will consist of planning, so that when we do go public we will have raised about half the goal. Right now we are putting together a planning committee that will help us to develop other committees over the period of 18 months. We will target large principal gifts first, and then donations by corporations. Then we will look at special gifts. And finally we will ask all alumnae to participate in the campaign. Q: When we have so many of our donors in the metro Atlanta region, to what degree are they still connected to downtown Atlanta? A: We try to encourage people to get downtown, and the best success we have is in the middle of the day. Otherwise it's a struggle. Q: How does GSU compare to UGA in terms of alumnae and regionality? A: UGA is much more diverse in terms of their student body. In Atlanta we have such a wealth of opportunities that many people stay here. Also, most of our students have historically worked during their study, so their commitment was living in Atlanta. Q: Do we have any data on internal giving by faculty and

staff? A: We are very fortunate in the amount of gifts we get from returning faculty and staff.

Lesley Reid thanked Mr. Massey for coming.

3. Lesley Reid gave updates from the BOR meeting.

The bill to allow switching between TRS and ORP was introduced, and sent for actuarial review to look at the cost of it. It will be back after the review in the next session. A bill was considered to allow the BOR to set ORP amounts to the same degree that they do TRS and a second bill reauthorized carry forward of indirect cost recovery.

There were a few issues that came up in committee meetings that were of interest. In the Budget Committee, there was the annual presentation of the financial audit. We were only flagged on one issue: our significant deficiency was unofficial withdraws (when a student stops coming to class) for students who received federal student loans. We are held accountable for return of their federal financial aid. It could be a liability of millions of dollars. This is why faculty are asked to verify our rolls. We were not the only university that had problems with this.

The Benefits Committee had a number of issues of interest to this committee. Vice Chancellor Marion Fedrick gave a presentation to the committee on HR's vision statement. Their vision statement addressed 1) patient outcome and provider quality, 2) wellness versus acute prevention focus, and 3) pricing. In terms of the first two points, they will be collecting real time data to see what kind of acute illnesses are developing among employees and how to encourage preventative measures. In terms of the third, they are looking at carve-out plans that will allow people to select fewer benefits for less cost, among other solutions.

4. Cherian Thachenkary reported on the Benefits Subcommittee.
5. Lesley Reid announced that there was nothing new from the Salary Subcommittee. That will be delayed through the summer. Nothing new from the Gender Equity Committee either.
6. Lesley Reid presented new business.

George Rainbolt asked for our feedback on a proposal to address the morale issue caused by the extended lack of raises. His suggestion involved coming up with professional development funds. Members of the committee made the following suggestions/comments:

(1) Peggy Wilmoth reports the School of Nursing Health Professions is currently proposing an incentive plan in which indirect recovery costs are allocated 20% to the college, 10% to Deans, 5% to Chairs, and 5% to faculty to supplement professional travel and memberships in the hopes that it will help faculty feel that they are being rewarded for bringing in outside funds. Also, the school is adopting an Arts & Sciences policy that rewards faculty for positive third-year reviews with a teaching workload release. Additionally, we need to think about something to support non-tenure track faculty.

(2) Q for Jerry Rackliffe: To what extent does the employee have the greater burden of out-of-pocket expenses in terms of retirement benefits? What is an optimal split and how can we stabilize that level until we have improvement in the salary situation? A: We can ask for a change of split from the BOR, but that will come at a cost to the BOR.

(3) Q for Lesley Reid: What were your suggestions? A: In its current plan, this really does not offset a lack of raises for an extended period of time. I did not buy into the idea that this will really improve things for faculty in a meaningful way.

(4) Katherine Willoughby commented on the trade-off between money and time is something every working person faces. If the money is not going to change, we could focus on finding room for time to change.

(5) Rose Sevcik commented that the notion of trying to add dollars into professional development also came up in the Research Committee. They were talking about ways in which the professional development could be bolstered under certain situations.

(6) The committee agreed that whatever the plan, it needs to be designed in such a way to address staff morale, not just faculty.

(7) Elizabeth West added that the plan also needs to consider all ranks and that those with the most serious morale problem may not be new faculty, but faculty who have been at GSU for a number of years.

7. The meeting will be on a Wednesday in the Troy Moore Library in GCB Langdale Hall 939. I have also invited any Faculty Affairs members who wanted to attend. We will have a short business meeting after that, because it is the time of year where we need a new chair.
8. Meeting was adjourned.