

## University Senate Budget Committee

Tuesday, August 21, 2012

315 Dahlberg Hall

3:00 PM

Members Present: Lesley Reid, JoAnne Bacon, Peggy Wilmoth, Ellen Taylor, Charles Gilbreath, Peggy Gallagher, Bill Kahnweiler, Katherine Willoughby, Jennifer Chiovaro, Jerry Rackliffe, Deron Boyles, Cheryl Delk-LeGood, Yongsheng Xu, Volkan Topalli, Skye Hardesty, Margo Brinton, Vincent Rehder, Elizabeth West

1. Last meeting's minutes were unanimously approved.
2. Lesley Reid gave Maryann Ronski's report on the findings of the Doctoral Funding Model Subcommittee.

There have been multiple reports that our university's doctoral funding model is insufficient for competitiveness against other school's programs. A small study of peer institutions was conducted looking at other funding models. Results show that our stipends are lower than most, but we mostly fell short in terms of insurance and fee coverage. The study has been followed up with a survey of graduate directors across the university. Preliminary results show that funding models differ by department. The subcommittee is working through that data right now. Maryann anticipates having a report at the September meeting.

3. Volkan Topalli and Jerry Rackliffe reported on recent Board of Regents meeting.

BOR announced 3% budget cut for USG schools, but that number could increase to a total of 5% cut. There has been a drop in enrollment across the system, due to HOPE scholarship changes, which is disturbing because enrollment is a major financial engine. Major enrollment gains in the system are not anticipated. BOR wants cuts to be strategic. This used to be left to university discretion, but BOR has now given more direction – but advised units not to cut “core mission”. They do not want cuts to directly affect students, and they want to avoid temporary measures like furloughs.

GSU is doing what it needs to do, but we will still feel the repercussions of these cuts. Health insurance premiums are going up, as are copays. Also, faculty contributions to retirement plans are increasing from 5% to 6%. The BOR is likely moving toward not providing healthcare coverage for new retirees, with a grandfather clause that exempts those who have already retired.

4. Lesley Reid gave an update on the findings and implications of the Gender Equity Study.

Professor Edsal Peña, from the University of South Carolina, completed his study of faculty salaries to assess possible gender inequity. Findings showed that there were no statistically significant gender differences at starting salary, but there were significant gender differences in salary increases over time. Moreover, female faculty stayed at the rank of associate professor significantly longer than male faculty.

Using Professor Peña's model, GSU administration identified female faculty members whose salaries differed from what the model predicted. These names were passed on to Deans for comment and those faculty whose salaries are to be adjusted have been informed. The Budget Committee will work with Faculty Affairs to form a joint subcommittee charged with (1) coming up with recommendations on how to regularly reevaluate salaries so that discrepancies do not reappear over time, and (2) determine best practices for addressing differences in time in rank for women faculty.

5. Lesley Reid discussed new subcommittee appointments. She is still waiting on a list of participants from Faculty Affairs for both the Gender Equity Subcommittee and the Salary Compression Study subcommittee.
6. There was no new business.
7. Lesley announced that the rest of the year's meetings will be in this location (315 Dahlberg Hall). October's meeting (10/16/12) will be a joint meeting with Faculty Affairs. Jerry Rackliffe will give an update on the budget and Linda Nelson will give an update on benefits changes.
8. Motion to adjourn.