



Armstrong Atlantic State University

Minutes of the Staff Advisory Council Meeting

March 3, 2011

President's Boardroom, Burnett Hall

8:30 a.m.

<i>ATTENDANCE AT MEETING</i>		
<i>Name</i>	<i>Representative/Department</i>	<i>Term</i>
1. Corine Ackerson-Jones	Academic Affairs/College of Health Professions	2009-2011
2. Mario Incorvaia	Academic Affairs/Art, Music, Theatre	2010-2012
3. Kara R. Greene	Student Affairs/ Testing Services	2010-2012
4. Laura Harris	Office of Advancement	2009-2011
5. Tracey Dunn	Business & Finance/Business & Finance	2009-2011
6. Susan Hacker	President's Staff/Internal Auditor	2010-2012
7. Sheryl Powell	Academic Affairs/Psychology	2010-2012
8. Leona Humphries	Academic Affairs/LLP	2009-2011
9. Barry Davis	Business & Finance/Plant Operations	2009-2011
10. Rebecca Carroll	Director of Human Resources, ex-officio member	

The meeting was called to order at 8:30 a.m. Chair, Corine Ackerson-Jones presiding.

President Bleicken was invited to the meeting to address concerns of the Council and staff members concerning the alleged raises of some faculty and staff. President Bleicken indicated that she would share the same information with the Staff Advisory Council that she shared with Faculty Senate.

The items shared are as follows:

-Information given stated the following:

-89 people received salary adjustments

-25 of 89 people received raises equaling approximately \$35, 002

(This was based on additional responsibility being given to full-time permanent positions).

-There were 17 internal adjustments all under \$30,000 (This was done in areas that had more than 50% turn over rate in their respective areas).

-2 of the 25 were newly recruited and had competitive offers on the table. These funds came from Auxiliary Services. These raises ranged from \$300-5,000.

-37 Faculty members and 32 staff members received additional compensation.

-President Bleicken stated that she understands the discontent with the salaries, and spoke about the state of higher education. She also acknowledges that Armstrong needs to do a “systematic salary study.” Dr. Bleicken also stated, “We don’t want to lose valuable people, but at the same time we need to have good thinking.”

-In closing, Dr. Bleicken stated she wanted to dispel the rumors by giving the facts. She also stated that these decisions were made by her, and her alone. She then opened the discussion for questions or comments. Several Council members commented that it was very helpful to have this information, because it would help them to dispel the various rumors that were circulating around campus. One rumor that was mentioned was that all of the recent raises that were granted were for staff, and did not include any faculty.

Mario Incorvaia, Vice-Chair, raised the issue that many staff members are being forced to make impossible choices, such as whether to pay for groceries or gas for their cars.

The President stated that she understood the difficulties that people are currently experiencing, and announced that she had called a meeting that afternoon, to discuss these issues in further detail and develop an action plan. Attendees at this meeting would be Corine Ackerson-Jones and Mario Incorvaia (as Chair and Vice-Chair), two Faculty Senators, and the four Deans.

At this time, the President excused herself from the meeting in order to attend a conference call scheduled by the Chancellor. Rebecca Carroll, as the Human Resources representative on the Council, asked if there were additional questions from the Council

members. The concern was raised that other staff members who had taken on additional duties but who do not hold positions that are senior-level, and therefore are not visible to the President, were not rewarded with raises in the same manner as those employees who were specifically mentioned by the President during her initial explanation of who received the raises and why.

Rebecca Carroll encouraged the Chair and Vice-Chair to underscore the importance of embarking on the salary study that the President mentioned earlier, during their afternoon meeting with the President. She described the salary study that her office had undertaken several years ago in order to align the major positions on campus with the broader job market, and the resource and time constraints she and her staff had encountered.

Rebecca Carroll recommended that the study be conducted by an outside consultant, which would be able to devote much more time and resources to gathering the data that senior management would need to make the necessary adjustments to positions on campus. She also stressed the importance of moving ahead with a study as soon as possible, even during the difficult financial times that the University System is currently experiencing. She explained that, if the University has a plan in place that is ready to implement as soon as the budget recovers, it will be much quicker and easier to make the necessary salary adjustments.

-A motion was moved and seconded that the agenda be approved.

Committee Reports:

Staff Development and Welfare:

No report given. Information will be tabled to the next meeting.

Special Events Committee:

No report given. Information will be tabled until the next meeting.

Fundraising and Outreach:

No report given. Information will be tabled until the next meeting.

Communications:

No report given. Information will be tabled until the next meeting.

Elections:

- By-laws recommendation should be approved by April 6th
- On Monday, March 7th there will be a by-laws meeting in the President's conference room.
- Each committee should come ready to discuss committee descriptions.

New Business:

No report given.

Announcements:

Savannah Feed the Homeless will be held Friday, March 4, 2011 at noon in the Ogeechee Theater to provide information about the initiative. Chair Jones hopes that Staff Council can take on this initiative and assist with the efforts.

Meeting adjourned at 9:44 a.m.

Respectfully submitted,

Kara R. Greene

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SAC Secretary