University Senate Budget Committee  
Thursday, November 18, 2010  
718 General Classroom Building  
3:00 pm

Members Present: Chip Barksdale, Tim Bartness, Conrad Ciccotello, Jeremy Crampton, Julie Dangel, Irene Duhaime, Bill Prigge, Jerry Rackliffe, Lesley Reid, Sarah Steiner, Cherian Thachenkary, Jowanna Tillman, Katherine Willoughby

Meeting minutes

Katherine Willoughby called the meeting to order. The minutes from the October 2010 meeting were approved. Katherine provided an update of the November, 2010 Board of Regents’ meeting which included (1) approval of engineering degrees at the University of Georgia and (2) a presentation by the USG auditor regarding ADP/Shared Services that included assessment of the challenges of system implementation to date as well as advancement strategies for the future. Full BOR agenda and actions taken from the November 2010 meeting are available at: http://www.usg.edu/regents/meetings/date/2010/

Jerry Rackcliffe then reviewed the most recent FACP meeting, including the committee’s approval of student athletic fee and international student fee increases.

In response to committee member requests for clarification about ADP and employee benefits, generally and long term disability coverage, specifically, Beth Jones was present and provided response. She advised that the premium rates for long-term disability coverage are calculated based on a 12-month rather than 9-month basis for faculty. This calculation is in keeping with the other schools within the USG and BOR policy. She noted that the USG 403b and 457 providers will remain with three vendors: Fidelity, VALIC, and TIAA-CREF. Employees are able to request of these vendors for specific mutual funds that may not be offered by the company. In response to questions about confusion over the ADP open enrollment period during fall semester, 2010, Beth noted that while ample time was provided from October 25th to November 19th, clarification of enrollment dates and protocol could be improved and that this process would be revisited by the Payroll/Benefits/HRIS office to improve the process for next year’s open enrollment period. Beth also advised that employees should communicate with the Benefits office or with Beth directly if there is a health benefit of interest that is not currently offered by the University. She noted that Georgia State does have a health policy broker who can be contacted to determine the feasibility of requests. BOR policy requires a 15% participation rate to offer a new benefit. She provided examples of a cancer policy and critical health care as options that can be investigated.
Jowanna Tillman, a member of the sub-committee regarding a GSU career transition program, represented sub-committee chair JoAnn Bacon and provided an update regarding this report. She advised that the GSU program examined and developed by the sub-committee is modeled after the program developed at Columbus State University, which received BOR approval. Post-retirement employment and the FTE percentage up to 49 percent of such employment is determined by Chairs and Deans based on the needs of the affected unit. Jowanna explained that further research is being conducted to attach to the report information about other early retirement/career transition programs at universities and colleges across the nation along with participation rates. SBC members discussed the report and asked for the following changes:

- an expanded introduction that explains the Subcommittee’s approach to program development;
- revision of Option 1 deleting the limit of $100,000 on the one year salary payout;
- addition of a statement regarding retiree benefits and health care coverage under “Other Program Features”;
- deletion of a reference to "mid- to senior level" employees to clarify that the program includes all eligible employees; and
- addition of an appendix to the report that provides a chart of the existing early/phased retirement programs that were reviewed by the Subcommittee when developing this report.

This report will be voted on at the next SBC meeting in January.

Bill Prigge, chair of the sub-committee examining out-of-state tuition, provided an overview of this report. He advised that GSU’s rates are higher than those of universities in Georgia’s bordering states. He said that approximately 1,000 students who currently attend GSU are paying full out-of-state tuition costs. The report, which included additional student data and rationale for lowering the current rate, was approved by the SBC.

Irene Duhaime, chair of the sub-committee examining mandatory fees and off campus centers, provided an update of this report. She advised that all GSU students currently pay $814 in mandatory fees during the fall and spring semesters, regardless of the campus that they attend. She said that the committee would try to obtain information from the University of Georgia in Athens as this university operates courses and programs at multiple locations and has a fee structure that differentiates among the various campuses. She said that the sub-committee will continue to examine the goals and objectives of each center, student credit hours generated by center, and the student population numbers by center. Irene advised that further research is necessary to complete this report. A completed report will be provided to the SBC sometime in the spring semester, 2011.

There being no further business, the meeting was adjourned.