MINUTES
FISCAL ADVISORY COMMITTEE TO PRESIDENT (FACP)
April 9-10, 1998

Members Attending: Cleon Arrington, John de Castro, Bill Decatur, Sam Deitz, Sherry Gaines, Ramona Hasan, Ron Henry (chair), Fred Jacobs, Charles Marvin

Members Absent: Tameka Harper

Others Attending: Thomas Conway, Tim Crimmins, Jerry Rackliffe, Edgar Torbert (secretary)

April 9, 1998
Minutes of March 27 were approved with one correction to the attendance listing.

Dr. Henry announced the Board of Regents Office had not issued an allocation letter to GSU as anticipated.

Dr. Deitz requested a memorandum from the President as in prior years stating the average merit raise. He also expressed concern about compression of intended merit-based salary differences caused by the 4% increase in pay plan minima. Dr. Henry indicated the President would be asked to issue a memorandum again regarding the average merit raise. Dr. Henry stated the additional funds allocated to units to implement a 3% increase of pay plan minima would lessen compression caused by the pay plan change. Dr. Decatur commented loss of competitiveness in the hiring market was a major concern if the pay plan were not adjusted.

Dr. Henry shared some information about the anticipated allocation of system funds. He pointed out that ascertaining the amount of new funds to be allocated would be very difficult because of the uncertainty of revenues to be generated by tuition and fees in the semester conversion year. He also pointed out that a substantial portion of the new funds would be targeted, and in some cases these funds would not be available for direct use by GSU (e.g., COPERNICUS/GALILEO II).

April 10, 1998
Mr. Rackliffe distributed "University System of Georgia Fiscal Year 1999 Final Allocation, Georgia State University" and "Draft Georgia State University Schedule of Preliminary Allocations, Fiscal Year 1999". Dr. Henry stated analysis of the allocation letter received shortly before the meeting indicated approximately $2.5M available toward requests not covered by system redirection targets. He pointed out a major problem with the amount of funds provided by the Board of Regents for the raise pool; i.e., no raise dollars provided for release-time portions of faculty salaries included in the lapsed fund estimate. He stated the shortfall was $472K.

Dr. Henry reviewed options for covering the above shortfall: a) an allocation from other new funds; b) a reduction in the vice president-dean discretionary pools and/or FACP pool; and c) some combination of the above.

Dr. Deitz commented on the obligation to current employees to maximize the pool for merit-based raises. Dr. Henry noted the need to fund the 3% increase in pay plan minima in consideration of the lowest paid employees. Dr. de Castro raised the issue of what impact a reduction of the discretionary pools would have. Dr. Deitz pointed out the discretionary pools provided the means to
reward very meritorious personnel. Dr. Crimmins echoed this statement of the importance of the discretionary pools. Dr. Decatur stated it was unlikely 6% raise pools would continue in future budget years which would make pay plan adjustments more difficult to fund. Dr. de Castro suggested a compromise solution of funding ½ of the shortfall from new funds, 1/4 from discretionary pools, and 1/4 from the FACP pool. Dr. Deitz suggested postponing this decision until after other requests for new funds were discussed.

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Dr. Torbert distributed spreadsheets showing FACP members' recommendations for funding and draft allocations of the system redirection targeted funds. Dr. Henry presented his recommendations for funding as a starting point for discussion. These included (positions include fringe benefits): (a) English action plan faculty positions at $97.1K and GTAs at $19.5K, (b) mathematics-computer science action plan faculty positions at $108.6K and GLAs at $16K, (c) sociology/political science faculty position at $63.9K and GTAs at $24K, (d) AACS 60% full-time faculty standard-related positions in accountancy at $76.7K, non-tenure track, in decision sciences at $63.9K non-tenure track, and managerial accountancy at $103.5K, (e) continuous funding for computer information systems faculty positions at $65.2K, (f) MBA program media buying plan at $100K, (g) law-conflict resolution faculty position at $74.1K, (h) law library supplies at $20K, (i) law-legislative drafting project faculty position at $78.1K, (j) policy studies faculty positions in policy analysis information management at $108.6K, in health economics at $72.8K, and for continuous funding of a position not transferred with start-up of school at $102.2K, (k) upgrade of affirmative action staff position at $6K, (l) continuous funding for salary differential for business administration dean at $23.8K, (m) Gerontology Center post-doc at $19.2K, (n) upgrade international studies director position at $31.9K and travel at $15K, (o) Center for Teaching and Learning new faculty workshop at $5K, (p) development director of corporate-foundation-international relations at $57.5K, development staff position upgrades at $2.4K and $3K, development staff position at $25.3K, and travel-training at $3K, (q) creative services chargebacks to external affairs for university printing projects at $15K, (r) external affairs staff upgrades at $14.5K, $4.3K, and $7.5K, (s) regulatory-contract compliance costs including federal tax-related mailings at $14.2K, "Safety Net" publication at $12K, post office contract at $46.3K, fume hood testing supplies at $18K, lab equipment maintenance positions at $74.1K, and contracted services at $25K, (t) library security security guards at $71.7K, uniforms and supplies at $2.7K and radio maintenance at $0.6K, (u) preventive maintenance team at $87.7K, (v) finance and administration network support positions at $41.8K and $51.8K, (w) research program enhancement GRAs at
$36K and equipment maintenance at $81.4K, (x) directed research grant program start-up costs at $46.5K, (y) research equipment matching at $66.2K, (z) financial aid temporary staffing at $20K and admissions printing and postage at $24K, (aa) enrollment services network support positions at $41.8K and $14.5K minus VP redirection of $41.3K, (bb) May-mester faculty salaries at $100K, (cc) international program grants at $32K, and (dd) presidential assistantships at $80K.

Dr. Deitz spoke in favor of adding the faculty position for environmental accounting ($108.6K) and the counselor position ($48.6K) and career testing supplies ($3K) for the Counseling Center. Dr. Jacobs spoke in favor of adding the faculty position for interdisciplinary entrepreneurship ($102.2K) as a business incubator investment. Drs. Crimmins and Henry suggested this request might be considered in place of the one of the accounting positions listed above (d). Dr. de Castro noted higher admission standards might allow achievement of the AACSB standard by reducing enrollments instead of increasing faculty, which would allow a substitution of the accounting position. Dr. Jacobs suggested the policy analysis information management position might be better placed in computer information systems. Dr. Deitz commented on the need for analysis of the effect of the increases in GRA funds. Dr. Crimmins urged library security focus on controlled access rather than guards.

Following further discussion, the list proposed by Dr. Henry was revised: (1) item (f) was reduced from $100K to $50K, (2) item (g) was increased to include GRAs at $10K, travel at $3.7K, and supplies at $6K, (3) item (h) was shifted to system redirection targeted funds for virtual libraries, (4) item (u) was deleted, (5) item (v) was shifted to system redirection targeted funds for PeopleSoft, (6) item (w) was increased for GRAs from $36K to $72K, and item (bb) was shifted to contingency funds. With these changes bringing the total to approximately $2M, it was agreed to fund the $472K shortfall in the raise pool from new funds.

Dr. Henry proposed the package as outlined above be forwarded to the President as FACP recommendations for allocation of the new funds. It was agreed to so proceed.

Prepared by Edgar Torbert