Deans' Group Minutes 2/23/05


Minutes of 2/9/05 were approved.

Federal tax withholding changes in new PeopleSoft HR System
Beth Jones reported that the Faculty Information System has been turned off. Beginning March 1, 2005, Georgia State University will implement the PeopleSoft Human Resource Management System (PSHR) to replace the Payroll Personnel System (PPS) that has been in use for more than 16 years. Beth Jones commented that there are two tax withholding differences between PSHR and PPS. Beth Jones distributed a memo that will be sent to all faculty and staff explaining the tax withholding differences. Dawn Davis from Human Resources was on hand further explain the changes. Beth Jones reported that student assistant time sheets will now be sent to Human Resources using the new PSHR System. A hard copy of the time sheets should be kept for four years. Beth Jones announced that training classes on the new system have been underway and more classes are scheduled for March. Lauren Adamson asked about the workload impact on staff for inputting the time sheets. Beth Jones commented that the workload increase should be minimal on staff and will reduce the time of having to hand-deliver the time sheets to Human Resources.

Criteria for Regents’ Professor
Ron Henry addressed the handout on GRA Eminent Scholar attributes. Ron Henry commented that the majority of funds for an Eminent Scholar position come from the Georgia Research Alliance.

Lauren Adamson expressed concern on the clarity of a Regents Professor. Lauren presented a draft College of and Sciences document regarding criteria and procedures for recommending a Regents’ Professor. Lauren Ada also presented a handout on the Board of Regents policy on Regents’ Professorships. Ron Henry commented that teaching, research, and service are strong qualities a candidate should possess. Ron Henry added that there is no monetary reward tied to receiving the title of Regents’ Professor. Fenwick Huss added that a candidate should possess recognition outside the university community.

Lauren Adamson read the four criteria from the handout and asked for comments from the deans. Steve Kaminshine commented that he has reservations in the language regarding a candidate having earned high international esteem and a record of at least ten years at the rank of Professor.

Ron Henry commented that a process needs to be in place regarding recommendations of Regents’ Professors. Henry added that a committee of faculty who already hold the Regents’ Professors title should be formed. The of the Committee would be to develop criteria for a Regents’ Professor that the university could adopt. Ron Henry commented that the timing of awarding a Regents’ Professor should be considered for spring semester instead of the same time as Promotion & Tenure recommendations since the title is not a promotion. Ron Henry added that Administrative Council would review all recommendations for the changes proposed in the title of Regents’ Professor. A draft document will be brought for discussion at the next Deans’ Group meeting.

Emeriti professor criteria
Ron Henry mentioned criteria for the title of Emeriti professor is honorable service to the university for at least ten years. The candidate should also be retired and tenured.

Lauren Adamson commented that the departments initiate the recommendation for Emeriti status. Bob Moore that quality and commitment to the university are criteria a candidate should possess. Susan Kelley commented
the dean and department chair discuss informally a candidate before discussing the recommendation with the 
candidate. Bill Fritz commented that he met recently with members of the Emeriti Association. Bill Fritz adde 
the Association seems to need clarification on their role in the university. Bill Fritz mentioned that several Em 
member are serving as mentors to undergraduate students.

Ron Henry summarized the discussion by commenting that a candidate for consideration of the Emeriti Profes 
should have significant scholarship, teaching, and/or service to the university and their department. The 
Administrative Council would review any recommendations and changes to the Emeriti Professor title. A draft 
document will be brought for discussion at the next Deans’ Group meeting.

**Collection of information on faculty/staff who resign**
Ron Henry asked the deans if they collect information from faculty/staff on the reasons they are leaving their p 
The deans responded that they do ask the reasons faculty/staff leave, but generally find they are not given 
straightforward answers. Ron Henry added that exit interviews are a good idea to conduct when an employee l 
The information gathered can be used to correct possible deficiencies. Lauren Adamson commented that highe 
salaries at Emory and Georgia Tech have contributed to some staff leaving the university.

Recruitment of graduate students - college plans for FY’06
Ron Henry mentioned that recruitment of graduate and doctoral students is a major item in the updated Strateg 
The university needs to find ways to bring the credit hours up for graduate and doctoral students.

Fenwick Huss reported that the College of Business will be using a retail approach to recruiting which will inc 
direct sales and mailings. Bill Fritz commented that undergraduate students do not seem encouraged to apply f 
graduate school within their program of study. Fenwick Huss mentioned that undergraduate students would be 
group targeted for the mailings. Lauren Adamson requested that the letter the College of Business plans to mai 
distributed to the deans first for review and comments. Fenwick Huss responded that he will send a draft of the 
by email to the deans. Fenwick Huss added that investing in PhD stipends is a priority in order to remain com 
with other institutions. Bob Moore reported that health insurance is a major issue for attracting graduate studen

Ron Henry commented that request for funds generates needs for TT faculty while graduate student stipends a 
3rd or 4th on the list. Most department action plans favor funding TT positions first and graduate research 
assistantships later.

Increase flexibility of curricular offerings for students through use of on-line courses
Ron Henry reported that this agenda item will be discussed later. Ron Henry requested the deans have internal 
discussions on this subject within their departments and bring those comments to a future meeting.

Any other business
Steve Kaminshine mentioned concern with and upcoming Senate Budget Committee proposal to modify its ch 
Steve added that the committee seems to believe they should have a role in reviewing the FACP recommendat 
before they have been presented to the President. Ron Henry commented that the chair of the Senate Budget 
Committee is a designated member of FACP. Steve Kaminshine added that this interpretation by the Senate B 
Committee is unhelpful.

Bill Fritz commented that he attended a recent meeting of the Committee of Chairs. There was discussion at th 
meeting that FACP holds secret meetings and appears to operate in isolation. Ron Henry suggested that the De 
Group members plan to attend the Senate Budget Committee scheduled for February 24, 2005 at 3:00 p.m. du 
these concerns.

There being no further business, the meeting adjourned.
Next meeting: Wednesday, March 9, 9:30-11:30 am, Golden Key Board Room, Student Center

Submitted by Cynthia Fox-Giddens