These were presented at the meeting toward the end of the day but have not been formally endorsed.

Draft resolution on furlough inequities:

Resolved, that faculty members with academic year contracts have been unequally penalized by furlough calculations which are based on 12-month salaries, the USGFC Advocates wish to formally acknowledge this inequity and petition the Board of Regents to include faculty with academic year contracts in all future deliberations regarding employee furloughs in the University System of Georgia.

Draft resolution on compensation:

Resolved, that for the long term health of the USG, and in order to attract and retain talented faculty, consideration should be given to avoiding further decreases in faculty compensation. This includes fiscal constraints in the areas of:

- Furloughs

- Increased cost of health care
- Salary compression, and
- Increase in the number of lecturers and part time faculty, which puts further burdens (service, advising, recruitment, and scholarship) on regular remaining faculty

Hence, the USGFC requests that the BOR carefully consider these decisions that affect quality of instruction, student retention, employee morale, and maintenance of high academic standards.

On November 13, the USGFC (representing 24 USG institutions) discussed the many problems encountered across the state with the recent implementation of the ADP payroll system and the earlier travel component in the Peoplesoft Expenses Module. Recognizing that the BOR has the best of intentions in pursuing efficiencies through centralization of business functions, the USGFC would like to express its strong misgivings with this process to date and would request that the BOR delay any further efforts at centralization until it is clear that these efforts will achieve the desired efficiencies and other goals of the BOR, and that there is sufficient time for planning, justification of potential benefits, adequate testing and implementation. To facilitate this process, the USGFC requests a response from the BOR on the following questions:

-The measures/metrics contracted between the USG and ADP by which the software implementation is measured and a status report on the fulfillment of those metrics, an analysis of which of the contract metrics have been completed and which have not.

-A thorough review of the impact the implementation has had upon

USG employee work hours devoted to interacting with ADP -- staff and faculty.

-A listing of the major implementation problems and recommendations for improving future implementations of this type.

-A review of the sources of implementation problems: the ADP vendor, USG teams (OIIT, HR, ?) or institution teams (IT, HR, ?).

-A cost/benefit analysis that takes into account the workload hours -- the view so far is that workload has been increased and further distributed, involving more hours from every employee in the system for data entry, training, re-training, policy/procedure interpretation, updating data, reviewing data, running parallel systems because the data in ADP has been in error, etc....

-Compare the cost effectiveness of the systems in use at the three USG institutions that opted out of the ADP implementation to the cost effectiveness of ADP at the other USG institutions. Include a thorough analysis of workload impacts upon all faculty and staff using these systems.