

**Resolution of the University of West Georgia Faculty Senate on
Proposed Changes to the Teachers' Retirement System
Cost of Living Annual Increases (COLA)**

Whereas the faculty represented in the University of West Georgia Faculty Senate support the Board of Regents in its goal of "Creating a Better Educated Georgia"; And

Whereas the University of West Georgia Faculty Senate supports the University System of Georgia Strategic Plan, in particular the goals to renew excellence in undergraduate education to meet students' 21st century educational needs and to increase the System's participation in research and economic development to the benefit of a global Georgia by enhancing and encouraging the creation of new knowledge and basic research across all disciplines; And

Whereas the achievement of these goals is dependent upon the recruitment and retention of the most highly qualified faculty and staff; And

Whereas the maintenance of strong retirement plans is essential if we are to recruit and retain the best faculty and staff possible at all levels and thereby meet our commitment to a better educated Georgia ; And

Whereas the proposed change in Teachers Retirement System board policy concerning Cost Of Living Annual Increases (COLA) for current and future retirees from the present one, adopted in 1969, that states that the TRS "shall give" its members a 1.5% COLA in July and January of every year to a statement that the TRS "may give" a 1.5% COLA in July and January, the decision on whether to grant a COLA (and how much) to be made each May, threatens the ability of the University System of Georgia to recruit and retain the best faculty and staff possible; And

Whereas the contributing members of the Teachers Retirement System of Georgia have entered into a contractual agreement that guarantees the certainty of the current COLA benefit;

Be it resolved by the University of West Georgia Faculty Senate that the Senate opposes the proposed change as a threat to the goals of the University System of Georgia and that the secretary of the Senate shall provide the chair of the TRS Board of trustees, Dr. Virginia J. Dixon, with a copy of this resolution.

Approved by the Faculty Senate on October 31, 2008

Approved by President Beheruz Sethna on February 19, 2009