

Alex E. Blazer and Glynnis Haley  
USG Faculty Council Meeting  
Friday, December 1, 2017  
Fort Valley State University

## Remarks

*Dr. Steve Wrigley, Chancellor*

Comprehensive Administrative Review: The review, which is underway, will look at how processes are organized to make the system more effective and efficient

College 2025: Dr. Steve Dorman is chairing the commission that is building a roadmap for USG institutions

([http://www.usg.edu/academic affairs and policy/college 2025](http://www.usg.edu/academic_affairs_and_policy/college_2025))

Budget: The system is seeking full funding of the formula; though nothing certain, the Chancellor is optimistic

While budget cuts have occurred over the last 15 years, state support in GA better than other states

A general obligation bond for capital projects will be requested for around \$200-250 million. The Chancellor does not know the governor's budget but feels optimistic.

The Chancellor expects legislation regarding tuition caps and fixed for 4 to be introduced.

Tuition increased 2.2% over the last six years, which is in line with inflation

Dual Enrollment: A discussion regarding the growth of dual enrollment occurred.

The Chancellor acknowledged that the growth of dual enrollment is affecting USG credit hours, but credit hours continue to grow. The wave of the future is students entering the system with 12-20 credit hours.

A concern was raised about what's going to happen to AP. Dr. Tristan Denley remarked that rather than colleges thinking we taught the students and didn't retain them, colleges should think that the students probably wouldn't have come to state colleges anyway so the college is providing an educational service to the community.

*Dr. Tristan Denley, Vice Chancellor and Chief Academic Officer*

College 2025: The initiative asks where is higher education headed and how we can shape the future. In 2025, what do you think college will be for from the learner's perspective, from a societal perspective? The commission uses three lenses: adaptability, essential skills, and lifelong learning

Momentum Year: Many students don't know what they want to do (choice paralysis and choosing later). Denley wonders if it's that students don't know what they want to do but rather that they don't know *exactly* what they want to do that you don't know what you want to do but not know exactly what you want to do. Higher ed needs to create new choice architecture during orientation, try to "flavor" undecided with humanities, business, etc. Completion of Area E English and Math results in an increased graduate rate of 10%. Looking into phasing out foundations approach and replacing with co-requisite approach. Rethink how material distributed through the (core) curriculum; could reorder classes or create

new introductory classes in disciplines.

*Dr. Marti Venn, Deputy Vice Chancellor for Academic Affairs*

Will be making campus visits and talking with administrators for items most important to each institution.

Policy review and cleanup is being done through spring. Cleanup includes the language of BOR voting on faculty and administrative hiring, Regents Testing, Faculty Teaching and Learning Regents Award, faculty awards for fostering student success,

New process for program approval: Encourage campuses to build concentrations first, then segue to degree request.

Revised process for program review: low-producing degree programs will be looked at within a family of degrees rather than single degree (for instance, Math and Math Education are family)

### *Discussion*

Shared Governance: The system wants to involve faculty voices earlier in the development and revision of faculty-related policies. Questions were raised about faculty having a member on the BOR. The Governor appoints members. Discussion was had about finding better ways to communicate and USGFC members becoming more engaged.

Presidential Selection Process: The default is a national search; however, it is not a rule. In some circumstances, a direct appointment is needed for specific reasons like stable leadership in the interim. The governing board makes the decision on whether a search is conducted or a president is appointed.

Faculty Diversity and Attracting Faculty: There are no policies or initiative like bias training at the system level. In response to a particular institutional representative's question about required 40 hour work week with 10 office hours, the USG should have nothing to say about this. In response to a concern raised by a particular institution's representative about faculty hiring being less competitive due to benefits changes like Paternity/Maternity leave, it was noted that the basic health insurance plan resides at system level; several years ago the system centralized voluntary benefits. There used to be 120 contracts around state, and that number has been cut to around 10 or 12, which results in better benefits and pricing.

## **Reports**

*Robert Scott, AAUP*

Explanation of AAUP as a national organization with state chapters that are concerned with issues of academic freedom, shared governance, and political advocacy (AAUP can lobby the legislature representing faculty, but USGFC cannot.)

AAUP has submitted an amicus brief to a Texas lawsuit arguing that it's a violation of academic freedom for student to have gun in a professor's classroom without the professor knowing about it.

*Steve Anthony, AAUP Lobbyist*

A request for injunction over concealed carry has been made, but doubts court will grant injunction.

The budget is running late this year, perhaps because of the volatility in Washington (tax bill, Medicare and Medicaid)

The retirement bill is being considered again (anyone in ORP can move back to TRS one time).

Recommends speaking up as individuals and letting our voices be heard.

*D. Mildred Cody, USG Retiree Council Update*

The Council is trying to track down 800 retirees because it is illegal to transfer banking information. When the change from ADP to OneUSG happened, those retirees lost their automatic banking and need to re-register.

The Council is working on retirement and pre-retirement materials: online, print, and webinars.

The Council would like USGFC representative to help decide what retirees need to know.

## **Old Business**

*Resolution on Summer Pay — Scott Pegan, University of Georgia*

Problem: Faculty teach a couple of class but end up not being paid in full because they exceed the 33 1/3 rule or faculty develop course but not make and not get compensated. Should the formula be based on credit hours or contact hours (4 credit hour bio lab course has 6 contact hours vs 3 credit hour lecture course with 3 contact hours)

Discussion: Is it even possible to standardize as a whole, because during the year we have regular state funding, but during the summer there is no state funding, and courses are voluntary.

Faculty start teaching class, but in the middle of the class, the class gets cancelled. This problem can be fixed by having standardized deadlines and contracts, prorating.

Research: Richard Foreman, Albany State University

The 33 1/3 limit was based on federal government not wanting to overpay faculty working on grants over the summer. It was not designed to affect teaching and administration. However, institutions like BOR just applied it broadly to all faculty. If your grant work is 100% during the summer then you can't teach. If you're half teaching and half researching during the summer, then 50% teaching and 50% of research. Proposes resolution to BOR to remove 33 1/3 maximum summer pay policy.

Action: An Ad Hoc Committee will develop a resolution for the spring meeting.

*Committee on Consolidation – Victoria Smith Butler, Albany State University*

The committee will develop a list of common concerns and ask the USG member responsible for consolidation to spring meeting

The issues that occurred include insurance deductions going back to 0, TRS starting over, faculty terminations.

*Committee on Administrative Staffing — Juana Brown*

A committee of five representatives is forming to address duplication of academic support after consolidation

## **New Business**

TRS Resolution: With TRS, you can use your sick leave but you can't with ORP. The resolution was tabled in order to clarify what the BOR can do and what the legislature can do.

Bylaws Updates: The bylaws have not been updated since 2013; a committee will look at the bylaws and report back in the spring.

USGFC: Making USGFC more permanent, continuous, and relevant was had. The Executive Committee has had monthly meeting with the Chancellor. A budget request will be made in January.