

**University System of Georgia Faculty Council Spring Meeting**  
 Report made to University Senate  
 April 22, 2016

**Meeting Details:**

Date: April 15, 2016  
 Location: Valdosta State University  
 Time: 9:00 a.m. – 5:00 p.m.  
 GCSU USGFC Representative: Dr. Chavonda Mills

**I. WELCOME**

VSU Representative welcomed attendees.

**II. CALL TO ORDER**

The meeting was called to order by USGFC Chair, Professor Juone Brown, FVSU, at 9:05 am

**III. REMARKS**

a. **Chancellor Hank M. Huckaby**

Topic	Remarks
2016 Legislative Session	<ul style="list-style-type: none"> <li>• This year’s session was challenging and reflective of the critical dynamic in the country in part due to the Presidential election</li> <li>• NRA and Georgia Carry were not promoters of the campus carry bill</li> <li>• If Governor Deal vetoes campus carry, the bill will return next year</li> <li>• Faculty member participation in legislative session increased significantly due to campus carry; faculty demonstrators were forcibly removed from legislative session</li> <li>• If faculty want to voice opposition to campus carry, do so as citizens and not on behalf of USG</li> <li>• Student Code of Conduct and how institutions address sexual assault and racial harassment complaints had political repercussions; Ga Tech lost a capital project in the budget due to its handling of student code of conduct; led to the proposal and adoption of standard processes for addressing student behavior; USG institutions must have consistency in student code of conduct policies.</li> </ul>
Budget	<ul style="list-style-type: none"> <li>• Instructional budget driven by current formula (earned \$37 million), but state may not appropriate total amount</li> <li>• Funding formula based solely on enrollment</li> <li>• 16 USG institutions had enrollment growth, but schools generating funds are not receiving more funds. Further discussion required on how to make budget more equitable. Currently, growing institutions subsidize institutions with decreasing enrollment.</li> <li>• Institutions in south Georgia are most challenging regarding enrollment growth; efforts being made to increase out-of-state enrollment at low enrollment institutions</li> <li>• Anticipate budget cuts for institutions with no enrollment growth; system office will work with these institutions on how to manage cuts</li> <li>• Institutions are having difficulty managing financial aid; 9 institutions with critical management issues of federal financial aid funds; possible \$18 million to be returned to federal gov’t</li> <li>• System office will assist with training financial aid officers at small</li> </ul>

	<p>institutions; faculty are asked to assist by documenting that students complete at least 60% of semester; otherwise institution is penalized</p>
<p>Questions</p>	<p>Can you provide an update on salary raises?</p> <ul style="list-style-type: none"> <li>• Salary raises were approved; merit based 0%-5%; \$59 million allocated for salary increases</li> </ul> <p>How will the student code of conduct policy affect classroom management and why is the policy being instituted over the summer without faculty input?</p> <ul style="list-style-type: none"> <li>• System must ensure USG institutions are following the law, giving students due process, and being fair</li> <li>• Must train and retrain</li> <li>• Bottom line from BOR: policies are not debatable; there will not be 29 different approaches</li> <li>• Expect lawsuits dealing with due process; how it is prescribed and implemented</li> </ul> <p>What are your thoughts on the campus carry bill?</p> <ul style="list-style-type: none"> <li>• If bill is signed, it becomes effective July 1; costly effort to train campuses-where is money coming from?</li> <li>• Taser bill? One signed and not the other?-hard to say; taser bill will embolden students to be more mischievous.</li> <li>• Effective date if Governor neither signs or vetoes bill, when will it become a law? May 3rd</li> <li>• How many systems across the county have the campus carry bill? About 10 states; data shows there hasn't been a huge negative impact</li> </ul> <p>Should we expect more campus consolidations?</p> <ul style="list-style-type: none"> <li>• Future consolidations will be driven by future economics and enrollment; public higher education is changing</li> </ul> <p>How can we direct communications directly to the Chancellor?</p> <ul style="list-style-type: none"> <li>• Welcome comments/ideas regarding free speech, diversity, guns on campus, safe space, etc...</li> <li>• Diversity is an issue that needs to be addressed-be proactive rather than reactive; efforts to have chief diversity officers at all USG institutions</li> </ul> <p>Why administrative positions are increasing in number, but vacant faculty positions are not being filled?</p> <ul style="list-style-type: none"> <li>• Not encouraging more administrative positions</li> <li>• Faculty lines are being redirected from low producing programs, faculty retirees, etc.</li> </ul> <p>There is a critical need of a renewed commitment from USG for gateway courses</p> <ul style="list-style-type: none"> <li>• Students take core courses or courses at sister institution as transient and transfer back to home institution</li> <li>• System adopted co-req model as default strategy; prevents students from completing an entire semester of remedial courses that don't count towards graduation</li> </ul>

	<ul style="list-style-type: none"> <li>• Learning support reforms-math department chairs researched math requirement for most degrees; most majors require probability and statics based math and don't require calculus based math</li> </ul> <p>Why was the announcement of overlay removal so abrupt and without faculty input?</p> <ul style="list-style-type: none"> <li>• Discussion originated in general education council; students weren't meeting overlay requirement when they transferred within the USG; didn't want students penalized from graduation if they didn't have an overlay</li> <li>• Implementation was abrupt because when the intent and scope of a policy change can benefit students immediately, must be done immediately</li> </ul> <p>Will the ADP contract be renewed?</p> <ul style="list-style-type: none"> <li>• ADP will not be renewed; with consequences b/c certain things that ADP can do, but PeopleSoft can't do</li> </ul> <p>What are your thoughts on diversity within USG?</p> <ul style="list-style-type: none"> <li>• Need to get to the point where discussion is not needed</li> <li>• USG understands the value and importance of diversity even if they are not "waving a banner" advertising support of diversity</li> </ul> <p>May you prioritize the top three items USGFC can provide you?</p> <ul style="list-style-type: none"> <li>• Statement on value of communication; frustrated that information is not filtering down to appropriate individuals at universities</li> <li>• Embracing and broadly supportive of what the system office is trying to achieve regarding campus safety (sexual assaults), student code of conduct, and required trainings</li> <li>• If Governor vetoes gun bill, system office will draft a strategy for next year; BOR will be involved and will request faculty input</li> <li>• Communicate a work agenda from group that can bridge from one year to the next so agenda items aren't repetitive</li> </ul>
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#### IV. Reports

- a. Communications Ad Hoc Committee-Dr. Chavonda Mills
  - i. USGFC website up-to-date
  - ii. Attempts to establish USGFC email address through system office was unsuccessful
  - iii. Committee will make recommendations on how to improve communications between system office and USG institutions faculty/staff
- b. AAUP Conference Summary-Dr. Robert Scott, Georgia AAUP President
  - i. AAUP summer institute July 21-24
  - ii. Institutions need to increase level of faculty participation in drafting budgets
  - iii. HBCU faculty governance issues are unique and specific
  - iv. Need strategies on how to motivate faculty members to participate in faculty governance
- c. USG Staff Council-Yvonne Landers
  - i. Concerns regarding reductions, staff morale
  - ii. Need more communication between faculty and staff council
- d. USG Retirement Council Chair-Dennis Marks

- i. Focus on healthcare insurance
  - 1. retirees moved to private health care exchange with implementation Jan 1, 2016
  - 2. all employees on exchange with wide range of policies and individual retirees responsible for selecting a policy
- ii. Needs to be improved communication between retirees, institutions, and system office
- iii. Suggest that faculty senate have a retiree representative on the senate; will ensure that retirees remain well-informed of issues affecting them (primarily health care benefits)
- iv. Next meeting: Oct 21, 2016 at Middle Ga State University next meeting

**V. Old Business**

- a. Presidential Salary Resolution
  - i. Economics have overtaken higher education
- b. Bylaws
  - i. USGFC Chair Juone Brown will send proposed modifications for review
  - ii. USGFC Membership should be for two years for continuity-suggestion for institutions
  - iii. Need to add AAUP, USG retirement council chair, and USG staff council chair to bylaws as non-voting members

**VI. New Business**

- a. Election of New Officers
  - i. Chair Elect Nominees
    - 1. Dr. Peggy Mach-VSU
    - 2. Dr. Elisabeth Desnoyers-Cola-Armstrong State (elected)
  - ii. Secretary
    - 1. Dr. Doug Moodie
    - 2. Dr. Peggy Mach-VSU (elected)
- b. Campus Carry
  - i. Should we send a resolution? Will adopt VSU resolution and send to the Governor
- c. Concerns of Faculty
  - i. Safety of Personal Data (Form 1098c)-received tax service coupon
    - 1. Jackson Hewitt was not authorized by USG to send communication
    - 2. No breach of personal information because sent to shared service on behalf of Jackson Hewitt
  - ii. Role of faculty within the USG
    - 1. USGFC should have a voice (a representative) on USG committees
    - 2. Need to determine which system committees should have representatives
  - iii. Searches for top administrators
    - 1. Need transparency
  - iv. Consolidations
    - 1. Input as to which schools consolidate and the process of consolidation
- d. Meetings
  - i. Location: alternate between Atlanta for Spring and institutions outside Atlanta for Fall meetings
  - ii. Proposed dates: base on Chancellor's schedule

*Note: official meeting minutes will be shared once provided by the USGFC Secretary*