

University System of Georgia Faculty Council Fall Meeting
 Report made to the Executive Committee of the University Senate
 November 6, 2015

Meeting Details:

Date: October 24, 2015
 Location: Armstrong State University
 Time: 9:00 a.m. – 2:30 p.m.
 GCSU USGFC Representative: Dr. Chavonda Mills

I. WELCOME

ASU President, Dr. Linda M. Bleicken welcomed attendees and extended an invitation for all to attend ASU “*Celebrate Armstrong*” in recognition of ASU’s 80th anniversary.

II. CALL TO ORDER

The meeting was called to order by USGFC Chair, Professor Juone Brown, FVSU, at 9:15 am

III. REMARKS

a. **Chancellor Hank M. Huckaby**

Topic	Remarks
Budget	<ul style="list-style-type: none"> • Instructional budget driven by current formula (earned \$58 million), but state may not appropriate total amount • Governor will recommend a 3% salary increase for all state employees in FY17; USG institutions encouraged to augment salary increase • Request for \$60 million MRR (major repair and renovations) funds
Questions	<p>Why did USG Presidents receive substantial salary increases while faculty received marginal increases?</p> <ul style="list-style-type: none"> • Salary increase due to retention and recruitment efforts; several institution Presidents were being recruited by other state systems offering higher salaries and benefit packages <p>What role does faculty governance have in BOR fiscal decisions?</p> <ul style="list-style-type: none"> • None. The BOR is charged with fiscal decision making, most of which is determined by formula; faculty are welcome to offer advice, but will have no decision making authority <p>Will there be an increase in the 33 1/3% summer pay maximum?</p> <ul style="list-style-type: none"> • BOR determines the ceiling (currently 33 1/3%), but institutions can adjust to a lower percentage, as needed <p>Can salary from grant funding not count towards 33% summer pay?</p> <ul style="list-style-type: none"> • BOR will investigate further <p>Is the budget formula performance-based or enrollment-based?</p> <ul style="list-style-type: none"> • Still based on enrollment; concerns that performance-funding will hurt institutions with no enrollment growth (but it would actually help those schools); performance funding is accounted for in the budget formula; • Growth in enrollment is strong in North Georgia not in South Georgia; • South Georgia institutions have out-of-state tuition waiver policies to offset decreases in enrollment <p>Are more consolidations being considered?</p> <ul style="list-style-type: none"> • Yes, the discussions are still ongoing

	<p>Why are institutions not allowed to rank Presidential candidates? Will the BOR acknowledge that faculty receive the short end of bad administrative appointments?</p> <ul style="list-style-type: none"> • BOR has final decision making authority • Anonymous letters sent to BOR/Governor's office by faculty do more harm than good; if there is a true concern, present concern with supporting evidence through the proper channels • Chancellor Huckaby extended an open door policy to all USG faculty <p>Why are there so many interims in upper administration positions?</p> <ul style="list-style-type: none"> • Uncertainty about the state of the institution • USG needs more professional development programs to train internal faculty/staff for administrative positions
Campus Climate	A campus climate survey will be distributed to all USG institutions in the spring

b. Vice Chancellor Houston Davis

Topic	Remarks
Shared Sick Leave	<ul style="list-style-type: none"> • Policy statement effective Jan 1, 2016, will allow employees to donate sick leave to fellow employees or immediate family members of fellow employees
Partner Benefits	<ul style="list-style-type: none"> • Partner benefits due to passing of same-sex marriage law should be addressed by HR directors on campuses
Salary Study	<ul style="list-style-type: none"> • Pay equity gap salary study among 16 states • Chancellor will use study to make a case for salary adjustments
Campus Visits	<ul style="list-style-type: none"> • Standing invitation from Vice Chancellor Davis for Q/A sessions at faculty senate meetings

IV. Reports

a. RACAA (Reagents Administrative Committee on Academic Affairs) meeting-*Professor Sally Robertson, Georgia Perimeter College*

i. Informed VPAA's of the importance of USGFC and encouraged VPAA's to support institutional representative's attendance at Fall/Spring faculty council meetings

b. AAUP Meeting Summary-*Dr. Robert Scott, Georgia AAUP President*

i. Shared Governance

1. Need input of faculty at BOR level
2. HR made decisions without AAUP input
3. Encourage attendance at AAUP summer institute; request support from BOR to provide resources for attendance

c. USG Retiree Council

- i. Encourages institutions to have an active retiree council to keep retirees engaged with campus
- ii. Retirees were not well-informed of the conversion of retiree insurance from public health care group insurance to private exchange. Retirees provided a fixed amount of contribution.
- iii. Needs to be improved communication between retirees, institutions, and system office
 1. Need a retiree list serve, snail mail, and phone tree
- iv. 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)

V. Old Business

- a. Concern about process for paying individuals employed by USG to provide services at other institutions; currently, no mechanism to allow for such compensation;
 - i. Motion to ask BOR to research issue; passed unanimously
- b. Campus safety plan
 - i. Campuses should have drills and action plan if under attack by an active shooter
 - ii. Suggest proper training for faculty
 - iii. Preventative methods against acts of violence on campus

VI. New Business

- a. Resolutions
 - i. Reviewed previous resolutions and noted which ones were resolved and which ones are ongoing
- b. Ad hoc Committees
 - i. Bylaw review-Professor Smith-Butler, Darton, Chair
 - ii. Communications-Professor Chavonda Mills, GCSU, Chair
- c. Additional Concerns
 - i. Review 33 1/3 summer salary policy
 - ii. Should there be a limit to overload classes?
 - iii. Tuition Assistance Programs
 - 1. If faculty aren't utilizing the program, can faculty dependents use it
- d. Spring Meeting
 - i. Location: Valdosta State
 - ii. Proposed dates: February 27, March 5, or March 12

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