

# University System of Georgia (USG) Faculty Council Fall Meeting

Report made to University Senate

## Meeting Details:

Date: October 28, 2016

Location: Darton State College

Time: 8:30 am – 5:00 pm

GCSU Representative: Nicole DeClouette, Ph.D.

### I. Welcome

### II. Call to Order

- i. Meeting called to order at 9:13 am by USGFC Chair, Dr. Victoria Smith-Butler

### III. Approval of Agenda

### IV. Approval of Minutes

### V. Remarks

- a. Dr. Marti Venn--Deputy Vice Chancellor of Academic affairs at system office
- b. Dr. Michael Crafton—Interim Vice Chancellor and Chief Academic Officer
  - i. When Houston Davis took interim president role at Kennesaw, Crafton became interim Vice Chancellor—Davis will return in December; Crafton will return to West GA as Provost
  - ii. LEAP Liberal Education and America’s Promise—basic education/essential skills in liberal education: communication, citizenships, thinking, working in groups, etc. jobs that CEOs are reporting graduates do not have
    1. We are now officially recognized as a LEAP state designated by AACU
    2. Mentioned Georgia College as being a leader in this movement.
- c. Dr. Steve Wrigley, Executive Vice Chancellor of Administration (and incoming Chancellor)

### VI. MORNING DISCUSSION ITEMS/ISSUES:

- a. **Question: How can we solidify methods/structures that could be used by the USG to allow faculty input (i.e., chancellor, presidential searches)?**
  - i. Faculty are either left out of the process, hear about it after the fact, or told we will love it. Faculty see that input being taken away us.
  - ii. The body wants to do more; work more closely with presidents and USG hierarchy.
    1. Want input into choosing a president by faculty, students, community, etc. instead of appointees.
  - iii. Concern about consolidation—Fear is that faculty is going to get an email saying that their college is going to consolidate without input from the college community.  
Consolidations:
    1. Albany State University—Darton State College
    2. Georgia State—Georgia Perimeter College
    3. Kennesaw State University and Southern Polytechnic State University
    4. Gainesville State College and North Georgia College & State University
    5. Middle Georgia College and Macon State College
    6. Waycross College and South Georgia College

7. Augusta State University and Georgia Health Sciences University

iv. Dr. Wrigley's comments:

1. The default for open positions is to do a search. Sometimes, in unique circumstances, that search doesn't make sense.

- a. Kennesaw was a set of unique circumstances—the system office was concerned with stabilizing the institution due to some serious governmental issues at Kennesaw. These were public, ethical, issues:
  - i. E.g., first parking offense for students was \$300.
  - ii. GBI has been investigating auxiliaries regarding management contracts;
  - iii. Academic programs are doing well; enrollment is good; it will survive
  - iv. Houston Davis was appointed to stabilize the institution, with the plan to do a search.
  - v. Sam Olens contacted the system office and said that he would be interested.
  - vi. System Office knew that there would be backlash due to the lack of a search. Executive cabinet decided it was right to appoint someone rather than to do a search.

b. Participation (which is where campuses operate) v Accountability (which is where system office operates)

- i. Board is outcomes focused; this is where our stakeholders are: elected officials, donors, etc.
- ii. 19 board members decided this was the best course of action (for Kennesaw).
- iii. Search is the proper approach but I do not want to mislead anyone by saying that we will always do a search.

v. Suggestions from audience:

- 1. Faculty member suggested that the USGFC Invite some board members to the next meeting.
- 2. Most people heard about KSU from the media—not a good way to find out
- 3. If you have to make an appointment, consult with the head of senate at the institution that is elected by faculty. (Dr. Wrigley —said he'll think about it.)
- 4. Suspend shared governance in emergency situations (like KSU) but only appoint them for a specified term, then then do search. (Dr. Wrigley responded that they only commit to one-year terms for presidents.)
- 5. Maybe faculty should participate in the evaluation of presidents.
- 6. System office strives to have a committee that has representatives across campus.

b. **Question: How can we maintain shared governance in consolidations?**

i. The problem is not that we are consolidating; the problem is that we've had no seat at the table.

ii. Dr. Wrigley's comments:

- 1. System office makes recommendations to the board about consolidation. It's not public because it scares people.
- 2. We've considered some that we did not decide to consolidate.

3. System was set up in the 1960s and a lot has changed since then. We are trying to adapt to changes at national and state levels.
  4. Once a consolidation is underway, we have tried to be transparent and involve input from stakeholders;
    - a. Faculty member suggested that's too late. There is a lot of anxiety on campus. No one wants to be absorbed into another campus. People want to be more involved in the decision-making process.
  5. Suggestion: to put in a process that includes input from stakeholders in the decision-making process so that the board will know the challenges they face if they go forward. More informative for them. Until that happens, the sentiment is that you are going to do what you want anyway and we'll just have to live with it. The earlier you get us in; the sooner we get into that change cycle, and the sooner we will all be happy.
  6. Dr. Wrigley said that the system does not have in mind a set number of institutions that we want to have. That's a rumor. The first ones were done in 2012 and they are monitored annually. This information can be disseminated.
    - a. System will have 28 institutions come January. Is that still too many? Elected officials are asking system office that question. Board is asking us that question.
  7. Faculty concern: Consolidation flies in the face of creating campus identity. Consolidation destroys sense of community unless it is very well conceived.
  8. Dr. Wrigley:
    - a. Doing nothing was not an option. We had 35 institutions. With demographic re-distribution and expenses, the board had to respond in some way. People who handle appropriations request appreciate that we are trying to address these challenges.
    - b. Wants to see people come to the table with open minds and we will do the same.
- c. Question: Campus carry bill will probably be coming up again this year. How can we act pro-actively?**
- i. Coordinate with government relations team.
  - ii. This is one of the biggest challenges the system office faces. They have good relationships with house and senate representatives. It will pass the house again.
    1. The more we intervene, the more it can affect what we want to do. Last year we had to renew Carry Forward Bill (allows for fiscal flexibility). The author of Carry Forward legislation was also the author of Campus Carry, so it was a tricky situation. We had to get that bill out of his committee.
  - iii. You won't see a big demonstration from the system office because that will just make legislators mad. Making enemies does not get us Carry Forward passed and the budget passed.
    1. Dr. Wrigley is strongly opposed to Campus Carry but we have to be careful how we manage that because of how many ties it has to other important legislative business. It is complicated.
      - a. Get to know your senate and house members because you vote in their district and that matters to them. Tell them how you feel about it.

- b. System office will set up phone conferencing to fill us in on campus carry.

**d. Dr. Crafton's remarks:**

- i. Conversion to **12 month pay** (12 equal paychecks) is going to become a reality as we shift away from ADP to OneUSG.
  1. Phased in over the next 1-2 years depending on the institution.
  2. Option for 9 and 10 month employees. Employees will still have the 10 month option too.
- ii. **Textbooks** are becoming a huge burden to students—price and accessibility. System is looking at how we promote lower cost textbooks?
  1. Suggested that maybe we can adopt year-old textbooks. Look at what can you do to help with this.
- iii. Developing task forces on **faculty workload and annual faculty evaluation systems** – working to get some policies in place.
  1. How many overload classes should faculty be allowed to teach?
- iv. **Program prioritization.**
  1. There is no plan at the board office. What we do is monitor programs and report out.
  2. Production reports are not designed to eliminate faculty.
  3. 50% of our budget comes from tuition and fees. We have to have students in programs to keep them running.
  4. There were 600 programs underperforming. Now there are about 300. Not because board office said to do it but because institutions started looking at this.
  5. Board approves new programs and votes on removal of programs.
  6. Trying to get a more comprehensive set of metrics that they can use to report. The current metric is the number of completers.
  7. Low producing programs are highlighted by board and then sent back to institution to ask institution what they think. Institution's job is to say, this looks like low enrollment but this is why.
    - a. 1-2 years out, they re-assessed. If nothing has changed, we start asking more questions.
    - b. Decision to re-design or terminate comes at unit level.
    - c. Academic affairs can request that this program not be counted in the metric.
    - d. A lot of institutions have been given exceptions by Houston Davis.
    - e. Conversations started when institutions started proposing so many new programs without deactivating any of them.
      - i. This year, 39 new degree programs and 39 degree program de-activations.
    - f. GC went through this process. Decision made at institution level, not the system level.
    - g. Look at your enrollment of majors. Ask what you can do to keep students in your units. Where do the students who leave your major go?

- h. Faculty concern: There is more onus on faculty to own this but faculty don't have anything to do with admission, student advisement, and retention.
- i. Faculty Question: When are we going to get to the decline of faculty across the system?
  - i. Number of administrators is growing but we are losing faculty. Our programs are in trouble because we are struggling to survive. Is anyone looking at administrative costs?
  - ii. Dr. Crafton said that there are reports to federal government but not centrally reported by the system. He also has concerns with the adjunctification of faculty in higher education.

## VII. Reports:

- a. **AAUP (American Association of University Professors) Georgia Conference** Dr. Robert Scott
  - i. [www.aaup.org](http://www.aaup.org)
  - ii. Every faculty member should be a member of the AAUP.
  - iii. AAUP is focused on ensuring academic freedom and promoting shared governance
  - iv. Function as a political party representing faculty, so they can take stands on issues that we, as faculty, cannot
  - v. Topics: the evaluation of administrators, search for presidents, faculty input into consolidations, confidentiality agreements, faculty representatives
    - 1. Questions are addressed in the AAUP Redbook
  - vi. The Georgia Conference of the AAUP has one paid employee to lobby legislature on issues such as Campus Carry; during legislative sessions, this employee sends out weekly reports about what happens each week that affect institutions.
  - vii. Spring AAUP Georgia Conference meeting will focus on private institutions.
- b. **USG Retiree Council Update** by Chair, Dennis Marks
  - i. Council was established in 2014; structure parallels the faculty council and staff council so there is representation throughout the USG
  - ii. Health coverage for retirees—from defined benefit to defined contribution
    - 1. Instead of USG paying percentage, they will pay a fixed amount, a defined contribution set up as a reimbursement system.
      - a. Works well for people who are not sick. Does not work well for people who have a lot of co-pays.
    - 2. Increased costs for drugs
      - a. Health reimbursement account set up for catastrophic drug coverage
    - 3. Everybody had to make an election; every retiree had to be contacted. Still 30 retirees who they have not heard from
  - iii. Health Coverage for Active Employees
    - 1. Change in mindset of committee to move active employees to defined contribution model too. Fixed amount irrespective of the plan you are in.
    - 2. Will see declining support for dependents
    - 3. More expensive plans have become more expensive. Plans with dependents have become more expensive.
  - iv. Retiree Organizations
    - 1. About 6 institutions have active retiree organizations.
    - 2. Trying to get a sense for how many retiree organizations are active.

- 3. Encouraged faculty to go back to campus and talk to HR to find out if there is a collection of retirees who get together? That is the start to getting an organization going.
- v. Helping active employees make the transition to retirement.
  - 1. Starts earlier than 5 years out. Consider employees “pre-retirees”
- c. **USGFC Chair Report** by Victoria Smith-Butler
  - i. Campus Carry
    - 1. Sent a letter to Governor Deal regarding Campus Carry; based the resolution on Valdosta’s resolution because it was written so well
    - 2. Every year we will have to face Campus Carry. There are conservative legislators with vocal voices. Extreme voices in legislature will not let this go.
    - 3. Chancellor is open to meetings to strategize around this.
  - ii. Faculty diversity is also a concern.
    - 1. Working on initiatives to promote diversity
    - 2. Faculty concern: political diversity is also diversity
      - a. Suggested that we come across as open to hearing different perspectives because we live with a conservative legislature
  - iii. Communication—
    - 1. Marti Venn is our point of contact with USG office. We need to work on consistent and proactive communication with Marti.
    - 2. This body needs to be consistently moving forward so email Victoria with ideas.

## VIII. Old Business

## IX. New Business

- a. **Defined Contribution (Pricing) Model**—regarding our benefits
  - i. Retirees moved to Defined Contribution Model (DCM) several years ago—they get so much money, put on an exchange, and have to find which health coverage works best for them.
  - ii. DCM for active employees: employer subsidy is going to be the same dollar amount regardless of the plan you choose to enroll in.
    - 1. Higher coverage, employee pays 32% and USG pays 68% of cost
    - 2. Lower coverage, employee pays 15% and USG pays 85% of cost
    - 3. Not moving anyone to open exchanges
  - iii. Total Rewards Steering Committee faculty representation?
    - 1. Inviting members of faculty and staff councils to participate in subcommittees.
  - iv. Cost savings move for the employer.
    - 1. Retirees required to take Medicare first, then get \$228 per month for coverage
    - 2. Increase in employee support for dependents because system is decreasing support for dependents
    - 3. Legislature did not approve any funding to cover the increased cost of benefits so that budget had to come out of the institutional budgets. Legislature determines how much money the USG gets.
  - v. Marti Venn will advocate on our behalf to Dr. Wrigley to include this in part of his budget requests.

- vi. Executive committee will draft a resolution and circulate it via email for vote.
- b. **USG promoting Faculty Diversity**
  - i. Implicit bias, micro-aggressions in hiring and search process
  - ii. USGFC member from Albany will draft the resolution—that USG come up with a plan to address this in institutions
    - 1. Faculty trained in diversity and implicit bias should be part of every search committee
    - 2. Build diversity into QEP (suggestion)
- c. **Dual Function** sector in tenure and promotion policy, which allows a consolidated institution to choose either track depending on whether faculty is teaching (open access campus or state campus).
  - i. For example: T & P requirements varied greatly between Darton and Albany.
  - ii. System proposed a blended mission. SACS didn't like it. Suggested dual function because the institution services two functions.
  - iii. Allows institutions more flexibility—campuses decide what it will look like at your institution.
    - 1. Going to open some lines for faculty that were not there previously.
    - 2. Allows institutions to put forward a plan so that faculty who teach in access without terminal degrees can go up for promotion
    - 3. Darton had 40 faculty without terminal degrees so there was the urgency.
    - 4. Under certain circumstances president can override policy (e.g., if ABD but has publications and grants)
- d. **33 1/3 faculty salary cap**
  - i. USG makes everyone subject to the salary cap for summer pay.
  - ii. Policy is misguided in its application because the policy is meant to prevent grant funding agencies to pay faculty more than their base salary. The problem is that the USG applies it to everyone. It is not meant to apply to people who are only teaching or doing administrative work—they have no restriction federally.
  - iii. USG has no reason for this policy. Looking for a change in BOR policy to eliminate the 33 1/3 percent. Faculty should not be held to 33 1/3.
  - iv. Not sure how this fits in with 12 month pay options.
  - v. Rich will draft the resolution, then will submit it to executive council
- e. Dennis and Scotty have asked each institution what they do for **pre-retirement planning**.
- f. **Lack of travel funds**
- g. Up-to-date **faculty handbooks**—have ours been updated?
  - i. Initiative to update handbooks and to archive them somehow.
  - ii. Send Victoria a link to our faculty handbook.
- h. **Faculty grievance procedures**—faculty don't know what they are or where to find them? Are they up-to-date?
- i. **Email policies**—e.g. faculty cannot send group emails to other faculty members without going through a gatekeeper, an administrative
- j. **Trigger warnings**: this material might be offensive
  - i. Read it, get informed because it's on the horizon.
  - ii. AAUP position it should be up to each faculty member to make these decisions for their courses
  - iii. Lot of institutions around the country are requiring warnings—they want to avoid lawsuits.

- iv. You have to give students an alternative assignment if they opt out of the assignment due to it being a trigger.

**k. H-1B faculty salary**

- i. Dept of labor paid \$10k difference based on H-1B status
- ii. H-1B employees were not furloughed years ago.

**l. DREAMers and their tuition**

- i. Development, Relief, and Education for Alien Minors
- ii. State law says that if you are undocumented immigrant, the state of GA is responsible for educating you up to 12<sup>th</sup> grade.
- iii. To go to college, they have to pay out-of-state tuition.
  - 1. Research institutions are not allowed to have undocumented students at all.
- iv. Should USGFC write a resolution to allow these individuals to pay in-state tuition?
- v. How would your faculty vote on this?
  - 1. Table it so that we could consult with our constituencies. Consult with your institutions—do you want us to put our energy behind this?
  - 2. Delay vote until spring

**X. Adjourned**