**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

1. **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.

1. **CALL TO ORDER**

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

1. **REMARKS**
   1. **Chancellor Hank M. Huckaby**

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| **Topic** | **Remarks** |
| Budget | * 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 | Why did USG Presidents receive substantial salary increases while faculty received marginal increases?   * Salary increase due to retention and recruitment efforts; several institution Presidents were being recruited by other state systems offering higher salaries and benefit packages   What role does faculty governance have in BOR fiscal decisions?   * 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   Will there be an increase in the 33 1/3% summer pay maximum?   * BOR determines the ceiling (currently 33 1/3%), but institutions can adjust to a lower percentage, as needed   Can salary from grant funding not count towards 33% summer pay?   * BOR will investigate further   Is the budget formula performance-based or enrollment-based?   * 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   Are more consolidations being considered?   * Yes, the discussions are still ongoing   Why are institutions not allowed to rank Presidential candidates? Will the BOR acknowledge that faculty receive the short end of bad administrative appointments?   * 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   Why are there so many interims in upper administration positions?   * 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 |

* 1. **Vice Chancellor Houston Davis**

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| **Topic** | **Remarks** |
| Shared Sick Leave | * 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 | * Partner benefits due to passing of same-sex marriage law should be addressed by HR directors on campuses |
| Salary Study | * Pay equity gap salary study among 16 states * Chancellor will use study to make a case for salary adjustments |
| Campus Visits | * Standing invitation from Vice Chancellor Davis for Q/A sessions at faculty senate meetings |

1. **Reports**
   1. RACAA (Reagents Administrative Committee on Academic Affairs) meeting-*Professor Sally Robertson, Georgia Perimeter College*
      1. Informed VPAA’s of the importance of USGFC and encouraged VPAA’s to support institutional representative’s attendance at Fall/Spring faculty council meetings
   2. AAUP Meeting Summary-*Dr. Robert Scott, Georgia AAUP President*
      1. 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
   3. USG Retiree Council
      1. Encourages institutions to have an active retiree council to keep retirees engaged with campus
      2. 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.
      3. Needs to be improved communication between retirees, institutions, and system office
         1. Need a retiree list serve, snail mail, and phone tree
      4. 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)
2. **Old Business**
   1. Concern about process for paying individuals employed by USG to provide services at other institutions; currently, no mechanism to allow for such compensation;
      1. Motion to ask BOR to research issue; passed unanimously
   2. Campus safety plan
      1. Campuses should have drills and action plan if under attack by an active shooter
      2. Suggest proper training for faculty
      3. Preventative methods against acts of violence on campus
3. **New Business**
   1. Resolutions
      1. Reviewed previous resolutions and noted which ones were resolved and which ones are ongoing
   2. Ad hoc Committees
      1. Bylaw review-Professor Smith-Butler, Darton, Chair
      2. Communications-Professor Chavonda Mills, GCSU, Chair
   3. Additional Concerns
      1. Review 33 1/3 summer salary policy
      2. Should there be a limit to overload classes?
      3. Tuition Assistance Programs
         1. If faculty aren’t utilizing the program, can faculty dependents use it
   4. Spring Meeting
      1. Location: Valdosta State
      2. Proposed dates: February 27, March 5, or March 12

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