

USGFC Meeting  
October 27, 2012

The meeting began with a question/answer session led by Chancellor Hank Huckaby and USG Chief Academic Officer Houston Davis.

Chancellor Huckaby opened with general comments:

- Public higher education is under attack by some. However, the work force in some cases is realizing how critical it is.
- Hank Huckaby has served as USG Chancellor for approximately 16 months.
- Modifications are being made to “change the culture” to better fulfill the mission of the USG.  
Houston Davis is now USG Chief Academic Officer (May 1, 2012).  
John Brown is the USG Vice Chancellor for Fiscal Affairs.  
Steve Wrigley is the USG Executive Vice Chancellor for Administration.  
Marion Fedrick is the USG Vice Chancellor for Human Resources.
- The International Education Office is to be reestablished.
- Examination online education in Georgia needs to occur. Georgia is behind other states in this initiative. A consistent approach needs to be determined.
- Relationships need to be reestablished for a stronger, more supportive link to the private sector.
- Consolidations of the 4 pairs of institutions in Georgia was described as the “right thing for education” and financially. These are being monitored. The purpose was to cut administrative cost and reinvest this into academics. Documentation of this is required of each consolidation group.
- The Chancellor voiced his commitment to meet with the USGFC as an advisory group as often his schedule would permit.

Questions from the group were entertained:

1. What is being done about the requirement for payment of out-of-state fees by students who are not citizens (alien students)?
  - Board of Regents will ensure that all institutions are abiding by state law
  - Best chance of relief has to come from the federal government
  - At the present, there is a defensive posture being assumed (related example given was guns on campus – this was kept in committee)
2. Is there any chance of an increase in academic salaries in the near future?
  - There are options being explored.
  - It is not economically feasible to increase salaries for all state employees (USG, K-12, and other state agencies). This would require approximately \$150 million. This would require economic growth of 6-7%.
  - A 3% budget cut was made to the original budget allocation. Another 2% is anticipated.
3. What is the impact of modifications to funding formula (Retention/Progression/Graduation)?
  - Funding is not solely on graduation rates.
  - Performance for each institution will be based on the improvement upon the individual institution’s baseline.
4. How do we prevent institutions from becoming “diploma mills” or experiencing “grade inflation”?
  - Complete College Georgia will require 3% increase per institution per year.
  - The completion agenda is to target those students who drop out because of hardships.
  - Proactive messaging is needed by all USG faculty.

- The focus is not just on a bachelor's degree but on multiple credentials – associates, certificates, graduate degrees, etc.
  - Degrees should not be cheapened or become less rigorous.
5. What are the plans for partnering with businesses? Which ones?
    - Partnerships will require that businesses help us (USG) to know where things are headed.
  6. Are there alternatives for funding for raises?
    - Options are being explored.
    - More information could be forthcoming after the next legislative session.
  7. What is the possibility of at least one academic being added to the Board of Regents?
    - It will not make a difference.
    - Composition will not change a conservative state.
    - There will be 5 or 6 new positions on the Board of Regents in January. The argument is being made for more diversity.
    - Student groups and faculty groups such as USGFC consistently ask of representation on the Board of Regents.
  8. What is the expectation for on-line education in Georgia?
    - The question was directed to Chief Academic Officer Houston Davis.
    - There is a demand for high quality on-line education.
    - There are 314,000 students enrolled in USG. There are 3.7 million Georgians.
    - Many pilot programs exist nationwide.
    - Technology is advancing to provide more reliable assessment tools.
    - We need to think bigger. It is not just about Georgia this has national implications.
    - We need to consider best practices.
  9. Nationally, the number of college age students is expected to go down. What preparations are being made for this?
    - Enrollment projections have not been systematically completed.
    - Demographers have been contracted to project enrollment over the next 10 years.
    - This information will be used to guide degree programs and capital for facilities.
  10. The minicore extension has led to the perception of lower quality versions of core classes. How can the quality and consistent expectations for core be achieved?
    - The focus must be on the student.
    - Partnering with technical schools is a must.
    - Both systems need to work together. This should start with discipline groups. This will allow for faculty decision making.
    - This has been a conversation for 40 years. Action is critical.
    - In Oklahoma, they started with 20 courses; after about 18 years, there are over 600 courses. This work is being used as a guide.
    - The Oklahoma approach was bottom up. There are annual meetings to maintain quality and consistency.
  11. Where do you see the relationship with the USGFC going?
    - There are many advisory groups.
    - These groups need to be used appropriately.

- This effort will be intentional.
12. Are consolidations over or will there be more?
    - At this time the focus is on making the 4 successful.
    - There could be others. Not sure at this time.
    - There will be a reflection process to determine the effectiveness of the process and what could be done better.
  13. There is the perception that administration/faculty ratios are too high. What is being done to give more support to academics?
    - With consolidation the focus is to cut administrative cost and redirect these funds to faculty, students, and academics.
    - Institutions need to determine what is essential to student success.
  14. What is the BoR policy for tenure, 5<sup>th</sup> year or 6<sup>th</sup> year?
    - Both practices are allowed.
    - Difference is due to interpretation by institution.
    - Faculty should be in the best position for success.
    - Discussions to remove uncertainty need to happen at the institutional level.
  15. How can the USGFC confirm response from USG, BoR, and/or Chancellor to resolutions brought forth by the council?
    - This is a relatively new council. The completion of an annual report could be considered.
    - There is the desire to be more responsive and accessible to the USGFC.

Final Comments:

- There will be a systematic review of all BoR/USG policies in order to update and eliminate conflicting language. There is a portal for BoR Policy Review on the website.
- Currently, advisory groups are underutilized. There is the desire to change this.
- (In response to a comment made from the floor related to the tremendous stress brought about by consolidation) The stress is unfortunate, certainly not ideal. The institutions asked to consolidate were given the option to lengthen the timeline by eight months. All, however, chose to implement by October 2012 rather than June 2013.
- The USGFC was thanked for the opportunity to meet. The desire to continue this type of interaction was expressed.

Following the question/answer session, USGFC members worked in break out groups to discuss the following topics:

- How do we ensure adequate faculty resources to accomplish mission/goals? (Budget)
- What is the role of the USG Faculty Council and how can it be improved? What is the role and relevance of each institution's faculty senate/council?
- Consolidation
- Human Resources and "Alien" Students