Draft Minutes of the USGFC meeting on 28th and 29th April 2023 at KSU

Rev 4

| Attendees |
| --- |
| **Institution** | **Name** | **Sat** | **Sun** |
| AAUP | Matt Boedy | X | X |
| Abraham Baldwin Agricultural | Ryan Currie, Parliamentarian | X | X |
| Albany State  | Richard Foreman, Chair | X | X |
| Albany State | Corrine Sweet |  |  |
| Atlanta Metropolitan State | Babs Onabanjo | X | X |
| Augusta | Peter Basciano |  |  |
| Clayton State  | Samuel | X |  |
| Coastal Georgia | Tate Holbrook | X |  |
| Columbus State | Brian Schwartz | X | X |
| Dalton State  | Matt Hipps, External Affairs | X | X |
| East Georgia State | Darlene Dickens |  |  |
| Fort Valley State | Felicia Jefferson | X | X |
| Kennesaw State | Doug Moodie, Secretary | X | X |
| Kennesaw State | Todd Harper | X | X |
| Georgia College | David Johnson | X | X |
| Georgia Gwinnet | Mary Beth Anzovino | X | X |
| Georgia Gwinnet | David Kerven, IT | X | X |
| Georgia Highland | Kimberly Subacz | X | X |
| Georgia Southwestern State | Elizabeth Gurnack | X | X |
| Georgia State  | Michelle Brattain, Chair-elect | X | X |
| Georgia Tech | Karie Davis-Nozemack | X | X |
| Georgia Southern | Cary Christian | X | X |
| Georgia State | Theresa Stanley | X | X |
| Middle Georgia State | John Patillo | X |  |
| North Georgia | Chuck Robertson | X | X |
| Retiree’s Council | Nancy McDuff |  | X |
| Retiree’s Council | Dorothy Zinsmeister | X |  |
| Savannah State | Andrea Moore | X | X |
| South Georgia State | Lisa Howell | X | X |
| UGA | Janet Westpheling | X | X |
| USG | Aswani Monga, EVC & CAA | X |  |
| USG | Dana Nichols, VCAA | X |  |
| USG | Sonny Perdue, Chancellor | X |  |
| Valdosta State | Brian Ring | X | X |
| West Georgia | Minna Rollins | X | X |

# Minutes of Last Meeting

Richard opened the meeting and asked for the minutes of the previous meeting to be approved. They were unanimously approved.

# Q & A session with USG officers.

## Dashboard

Dr. Monga is hoping to change the image of Academic Affairs as the bad guy, the enforcer. Their job is to make sure that institutions follow BoR policies. They are setting up a data dashboard, so better decisions can be made with better data. With the new user-friendly dashboard, this should be a lot easier for all. In the past, it has been very difficult to find the right data for a decision. Institutions can adapt this dashboard to fit their own strategies. It is in Beta testing at present but will be available for all.

A large part of their job is looking at programs, their resource allocation, and strategy in institutions. USG has been working closely with enrollment teams, to improve enrollment. USG is in trouble, facing a demographic cliff in two years. We need to work together on these challenges. One way is to increase collaboration across institutions, including more USG programs like the Film Academy and Fintech.

Felita Williams is VC for student and faculty success, and Judy Walker VC for state libraries and archives. USG is searching for a VC for academic innovation.

## Finances: A virtual briefing session with Tracey Cook, CFO of USG.

USG is 10.3% of state expenditure, $3.119bn a year for next year. The state provides 30% of USG’s $10.3 bn budget. Tuition provides 21% of the budget. 90% of state funding comes from formula funding. This is based mainly on credit hours two years ago. The maintenance budget is based on square footage. The state to tuition ratio has fallen from 75/25 to 57/43. Health care was increased by 18m, and there was a pay rise of $2000 for each employee.

The cut of $66m was unexpected. The BoR has asked USG to look at the mechanics of the formula. They are also looking at carryover funds ($504m) which are mainly in 6 institutions (including the 4 R1s). The carryover money mainly comes from campus businesses, and research grants, not state or tuition money. Only 3% of tuition can be carried forward. Unused funds go back to the state.

USG can increase tuition, as the Governor vetoed the 3% cap. The BoR, Governor, and Chancellor will decide these. There is unlikely to be a common % increase, with any tuition increases tailored to institutions. There is no cap on reserves except for tuition money, which has a 3% cap. CFO will send out information to the campus communities. USG has made no final decision on allocating $66m budget cut.

## Chris McGraw, Chief Legal Officer, then answered questions.

Discussions on limits to free speech continue. USG must ensure that all perspectives can be heard on campus. Free speech is for unpopular views. Anecdotal stories should not set policy. DEI is a highly political item for which the Chancellor is the best person to speak on.

## Dr. Kat Schwaig welcomed everyone to KSU.

## Q and A with Dr Monga and Dr. Nichols.

He stated that HR is looking for policies for out-of-state employees. [Karie stated that GTech has 100s of out of state employees.] HR is in a flux until a new head of HR is appointed.

The big question is how to retain students. USG will have an emphasis on retention this year. Some fall-out students go out of state; most just quit. Need faculty to work with such students to encourage them to stay as it is easier to retain existing customers rather than get new ones.

USG is working on new GenEd proposals, including how to handle transfers between USG institutions. USG is looking at consistent credit hours across campuses.

He wants institutions to have institutional learning objectives. Also, faculty need to explain why students must do certain courses; often not even faculty know why certain requirements are there. Advisors must be able to tell students why they need to do certain courses.

GenEd should teach USG approved basic competencies and leave the details to institutions. The floor pointed out that USG should bear in mind that adjuncts teach a large proportion of Gen Ed courses.

Chancellor answered questions.

BoR passed the PTR policy change to allow a faculty committee to advise on faculty under threat of dismissal. Whether AAUP approves of these changes is up to them. The BoR and USG consider the new policy to have full due process provisions included. This new policy is in effect now. Institutions must change their policies to follow it. Dr. Perdue considers the new process to be fair.

USG will remind the legislature that there is severe inflation. For example, energy bills are up 40%. If tuition increases occur, then they will be variable not uniform across the board.

Past consolidations are still not fully worked out, so no new ones are being considered. USG will compare institutions for effectiveness in different fields.

There is no break in benefits if a faculty moves from one institution to another without a break.

USG is drafting letters to certain High Schoolers offering places in USG institutions.

No plan to change the summer 33 1/3% limit, introduce COLA, allow a choice between 9- and 12-month payments, or move a chair starting and finish dates from 1st July to 1st August. They do not plan to introduce a compression policy but leave this up to institutions.

USG has no webmaster at present, so there are delays in updating websites.

Many institutions like Nexus degrees. SACS considers the FinTech Nexus program an associate degree, despite having 3000 and 4000 level courses in it.

DWFI rates are a problem across USG. We can all use better data to instigate a better experience for our students and faculty.

Nationally 2/3 of instructors are non-tenure track (including part-time adjuncts), so Georgia is better than average.

Some institutions want more USG branding, some do not as they have a strong brand.

# The USGFC Academic Affairs Committee discussed General education.

 USG assumes that one size fits all. However, the same course in different institutions does not always contain the same content. As a result, transfer students may be unprepared after transfer. UGA for example, must look at individual syllabi to decide what course equals what course. A suggestion was made that there be a master spreadsheet of course equivalency between institutions. This may not be politically possible. All need more data on this problem, including success rates of transferees. Accepting institutions may need remedial sessions to may up for these discrepancies. Sending institutions do not have the resources for special preparation for students planning to transfer to more demanding institutions. We could have USG-wide exams across USG to see if students are prepared. The faculty should be involved as these problems are very discipline specific Also, a problem with some courses with the same course numbers having different credit hours. We consider it a USG problem as they told students that all courses with the same course number have equivalent content and standards.

# Elections

The existing officers for secretary, IT, and parliamentarian were re-elected unopposed. Michelle will take over from Rich as Chair on 1st July and serve two years. There will be a Past-Chair next year and then a new Chair-elect the year after, creating a four-year duty as Chair-elect, Chair, and Past-Chair.

# The Retiree Council Representative gave a report.

There is now a USG policy on emeritus status. Looking at retaining basic benefits for all who have served 10 years, including keeping email, library access, etc. USG is developing a survivor’s benefits policy. Some institutions need a retiree council and representative for USG retiree council.

# Organization Committee

The growing trend of closed searches is troubling. USG should look at what works and does not work in searches.

# Sector Reports

Research Universities would like to learn more about what other sectors do.

The comprehensive universities discussed course loads and enrollment drops.

State universities spoke of difficulties in assessing and placing new students without SAT or ACT results. They also raised a lack of maintenance in their campuses.

State colleges noted a 5 – 5 workload is normal for them.

# Summary

The USGFC needs to keep an open exchange with USG in a civilized manner. The Chancellor ultimately works for the B0R and the legislature. The USGFC thanked Rich for his work as Chair of USGFC.