

UNIVERSITY SYSTEM OF GEORGIA FACULTY COUNCIL (USGFC)

Meeting: Saturday, October 27, 2012

Location: Georgia State University, General Classroom Building, Room 939

Discussion with Chancellor Hank Huckaby and Executive Vice Chancellor and Chief Academic Officer, Dr. Houston Davis

The Chancellor stated that he was happy to be with USGFC and hopes for more such meetings. Dr. Davis noted that his previous systems (Oklahoma and Tennessee) had old and well established system-wide faculty councils.

Chancellor Huckaby said that he is reorganizing USG central office, and introduced Dr. Houston Davis, the new Chief Academic Officer.

The Chancellor considered Georgia is behind on online education and he has setup a working party to look at how USG should provide online education, which will report at the end of the month. He felt that online assessment and support is getting better. Dr. Davis remarked that he is doing an online MIT class on statistics that is very well done, and provides an example of what good online education should be.

He says that further USG consolidation may occur after lessons from the first four consolidations are absorbed. He said any administrative savings from consolidation will be spent on the academic side. There will be no grandfathering of faculty for T&P when the college mission changes as a result of consolidation. Tenure and rank will transfer.

He also mentioned that he is spending time lobbying the Georgian politicians on higher education matter, such as lobbying against the “guns on campus” legislation, etc.

When asked, he said a 1% raise for all state employees would cost \$150m. He also is expecting another 2% cut in USG state money soon. These cuts would be to pay for increases in Medicare. He expects 50% state funding to be the new norm.

USG is looking at revising the formula in formula funding.

Complete College Georgia (CCG) is mainly about getting students that leave in good standing (mainly for financial reasons) when 80 to 90% complete to complete their degrees. He is aiming for a 3 to 3½ % increase in graduation overall, without any lowering of standards. In this economy, a high school diploma is not enough, and Georgia is lagging other states and countries in having an educated workforce.

The Chancellor also mentioned that as Economic Development is a major driver of USG, so he is looking to re-establish USG links to the private sector. He is working with Chambers of

Commerce to find out what their needs are and for new sources of funding. He is getting more demographic information but expects a decrease in student growth for USG.

He wants better partnerships with the technical colleges and is working on these links. USG needs more articulation agreements.

When asked about administrative to faculty ratios, he pointed out that tutors and advisors are counted as administrators. He considers these people to be faculty support not administrators.

There will be 5 to 6 new Board of Regents (BoR) members soon. He would like but does not expect any faculty or student representatives on the BoR.

Asked about an interpretation of BoR timeline for tenure, Dr. Davis said it should be go up in 5th year. However, colleges should decide their own T&P rules.

The Chancellor is starting a systematic review of USG policies, as some are 50 to 60 years old. He realizes that sometimes BoR policies are a barrier to improving things. There are about 50 to 60 USG advising bodies involving faculty, including General Education council.

USG is working on the PR issue of professors seen as arrogant by legislature. He hopes faculty will talk to local legislators, and encourage them to visit campuses.

USG will have to look at learning delivery methods, as present fee increases are not sustainable.

USG is carefully examining CCG tracking metrics to allow for student transfers. USG is also looking at awarding AS degrees automatically after transfer. There will be a CCG summit on 18/19th February to discuss economic demands of Georgia from USG. It will also look at metrics and accountability for USG units. Pace of change has to be faster, so shared governance has to happen quicker. All 31 CCG plans are on a USG website.

Study Groups Reports

Salaries and Budgets.

We need data on administration costs versus faculty costs and the trends. How far is USG falling behind SE faculty pay levels? Are there other ways other than salary to pay faculty? We need to look at use of adjuncts – both quality and quantity.

How does one measure faculty success?

What should be the response time to faculty resolutions?

What is best practice on a President's non-response?

How should the USG/BoR respond to USGFC resolutions? Linda Noble and Dr. Davis receive USGFC resolutions; so far responses have been verbal not written.

Soft Benefits

USGFC supports USG pushing for childcare for faculty, staff and students – these facilities have been shown in other states to increase RPG and student recruitment. They can also assist research. We also support USG on their efforts on U16 aliens and domestic partner benefits. Marion Fedrick, USG Vice Chancellor for Human Services is an expert on these matters.

Faculty should meet with local politicians on these matters but proceed carefully (and in coordination with our university presidents) – we do not want to blindside our university presidents.

Consolidation

Consolidations are going well but no cost savings yet. We recommend a change management team to assist employees through mergers be set up at the start of process. This would acknowledge that mergers are a big change for people. Use faculty to assist changes. Note that SACS approval needed for final result.

USGFC Role

USGFC should have social activities to increase inter-college faculty communication. USGFC should institutionalize relationships with public representatives. USGFC should work collaboratively with the USG student and staff councils through regular meetings.

Proposals

1. USGFC supports offering in-state tuition to students who are not US citizens or resident aliens but came to Georgia before the age of 16.
2. In support of the February 2012 resolution on domestic partnerships benefits, USGFC encourages USG institutions to offer soft benefits to domestic partners of employees. Examples of such soft benefits are better medical plans, use of athletic facilities, child care facilities, vision and dental plans, etc.
3. Given the demands of working parents, the USGFC encourages USG institutions to consider providing childcare services (at subsidized prices if possible) to faculty, staff, and students. This would provide a non-salary benefit to help ease the burden on working parents. This should be a means of increasing productivity in employees, increasing graduation rates, and increasing the size of the student body. It would also provide hand-on training and research facilities for early childhood education and psychology programs and departments.

Future Meetings

Several members tentatively offered their institution as meeting host. Co-Presidents (Chris Huff and Douglas Moodie) to find out via Doodle best times; they need to find out spring break times from USG first.

USGFC should consider two meetings in the spring.

Attendees

Institution	Name
Albany State University	Don Kagay
Augusta State University	Wendy Turner
Bainbridge College	Tatyana Pashnyak
Clayton State University	Jim Keebler
College of Coastal Georgia	Carl Wege
Columbus State University	Pat Hogan
Dalton State College	Kathy Holmes
East Georgia State College	Bob Marsh
Kennesaw State University	Jackie Jones
Gainsville State College	John O'Sullivan
Georgia College & State University	Lyndall Muschell
Georgia Gwinnett College	Clay Runck
Georgia Perimeter College	Sally Robertson
Georgia Southern University	Goran Lesaja
Georgia Southwestern	David Hunter
Georgia State University	Donald Reitzer
Georgia Institute of Technology	Doug Williams
Macon State College	Dawn Sherry
Middle Georgia College	Sharon Mozley-Stanbridge
North Georgia State University	Elizabeth Combier (designee & past Co-Chair)
Savannah State U	Samuel Dolo
Southern Polytechnic State University	Meg Dillon
UGA	Nelson Hilton
University of West Georgia	Jeff Johnson
Waycross College	Robert Lightfoot
West Georgia State University	Chris Huff (Co-Chair)
Others	
Kennesaw State University	Doug Moodie (Co-Chair)
Georgia Perimeter College	Tim Brown (Webmaster & Past Chair,)
Georgia College & State University	Craig Turner (Guest & Past Co-Chair)
Kennesaw State University	Kenneth White (Observer)
Guests	
USG	Hank Huckaby (Chancellor)
USG	Houston Davis (Executive Vice-Chancellor)

USG	Linda Noble (Associate Vice-Chancellor for Faculty Affairs)