

University of Georgia Faculty Council (USGFC) Fall 2015 Meeting Minutes

October 24, 2015 – Armstrong State University, Savannah, GA

Call to order – USGFC President Juone Brown

Approval of the minutes

Approved with minor modifications

Welcome –Dr. Linda M. Bleicken, President of Armstrong State University

Dr. Bleicken welcomed delegates and highlighted campus activities associated with ASU's 80th anniversary celebration, including community service projects as part of ASU's Treasure Savannah event.

Introductions – USGFC Chair Juone Brown

USGFC delegates introduced themselves.

Guests were as follows:

University System of Georgia (USG)

1. Chancellor Hank Huckaby,
2. Vice Chancellor Houston Davis, and
3. Associate Vice Chancellor Theresa Joyce,

Georgia American Association of University Professors (AAUP)

4. President Robert Scott, and
5. USG Retiree Council Chair Elect Dennis Marks.

Remarks by Chancellor Hank Huckaby

Chancellor Huckaby opened with prepared comments about issues that he considers most important to faculty in USG.

- Attending several Fundraising Galas this weekend, including one in Augusta today.
- USG Budget Outlook for FY-17 and Finance
 - The expected allotment from the state for fiscal year 2017 is \$58 million higher based on the funding formula. This increase is based on increased enrollment and increased credit hour production.
 - Our options are not very flexible; formula funding, but not always fully allocated
 - Not allowed to request salary increases;
- Salary increases are the System's top priority, and the chancellor expects that the governor will recommend salary increases of 3%.
 - Hoping that the Governor is going to recommend 3% this coming year (compared with 0.75% past year.)

- Will encourage institutions to augment
- \$58 million total (increases) plus increases to retiree health insurance

Legislative Concerns

Reauthorization of a law that allows for carryover of 3% of budgeted funds from year to year is a high priority.

The legislature is supportive of funding based on performance. The USG continues to move toward allocation of funds to institutions at least partially based on progress on Complete College Georgia plans.

- The chancellor stated he will focus this year more on meeting with individual state legislators rather than campus visits.
- The chancellor stated that he expects the budget for capital projects will be less than last year but still substantial. He expects \$64 million for major repair and renovation projects.
 - Capital budget target less next year than this year due to reallocation to transportation. (USG input to Governor, who decides what to ask legislature.)
 - Small capital projects don't go through Governor, but are from legislature
 - Major concern this year: 1) it's a political year so the legislature will adjourn early (May). 2) Can carry 3% over from year to year, but that law sunsets every 3 years. Asking this time to make it 5 years.
 - USG supports institutions based on their Complete College Georgia inputs
 - Budget sessions are important, however, this year the Chancellors might miss some because his focus from now to January will be meeting with individual legislators, particularly new ones.

Discussion (Questions and Answers)

- 1) Why Presidential salaries were raised so high?
 - a) What is the rationale for controversial presidential salary increases and lack thereof for faculty salary increases?

Answer: To keep the Presidents in Georgia

The chancellor defended presidential salary by stating that the salary increases were necessary to retain effective leaders. He indicated that some system presidents were being recruited to other institutions, and it was necessary to provide substantial increases in order to retain them. He indicated that effective campus leadership is very important, and the costs of replacing effective leaders are very high. He indicated that he understands that such increases in the absence of substantial increases for faculty and staff negatively affect morale. He emphasized that salary increases for faculty and staff are a top legislative priority this year.

- 2) Do you see a role for faculty governance input to fiscal decisions, e.g. these salary boosts?
 - a) Can there be a role for faculty in USG fiscal decisions?

Answer: A) No, this is set by law...don't see any need to get faculty input. The chancellor indicated that he sees no role for faculty in system-wide fiscal decisions based on the Georgia constitution. Authority and responsibility for fiscal decisions lie with the Board of Regents. He indicated that advice can be accepted, but there can be no delegation of decision-making authority.

- 3) During presidential searches, why can't local (campus) committees rank finalists?

Answer: No.

The Chancellor stated that the authority for hiring presidents lies with the Board of Regents and cannot be delegated to local committees.

- 4) Summer pay is currently limited to 33.3% of academic year pay.
- a) Can the summer limit be increased?
 - b) Should pay from external grants count toward the limit?
 - c) Why is the cap for summer pay set at 33%?

Answer: Dr. Houston Davis stated that the Board policy sets the cap; very few institutions reach that cap.

Dr. Victoria Butler passed out a handout on the subject of summer faculty policy.

Answer: The Chancellor stated that he will look into these issues and take suggestions under advisement for future consideration.

- d) Should grants count?

Answer: This will be taken under advisement and the Chancellor will discuss this in the spring.

- e) Statement (Clayton State Rep): Our enrollment decreased based this summer. Is there a change in work from enrollment based to performance based?

Answer: The Chancellor said that Legislators are hesitant to change, but we (USG) are helping them understand more fully how this ought to work. Growth is occurring only in the northern half of the state.

- 5) What is the status of performance-based vs. enrollment-based funding?

Answer: The Chancellor stated that allocations from the state to USG are still based on enrollment. Performance is considered in allocations from USG to individual institutions. However, some institutions are experiencing severe enrollment declines due to economic conditions, and USG has had to provide some extra support, while these institutions implement improvements in enrollment management and financial aid.

- 6) Georgia Regents/Augusta University has experienced negative effects of name changes on enrollment. Will USG make allowances for these effects in allocating funds?

- 7)

Answer: The chancellor indicated that one can't infer cause and effect. He stated that GRU hasn't put enough emphasis on undergraduate programs, and that new leadership should help solve these problems.

- 8) Will USG institutions be compensated for extra costs associated with the Move On When Ready program for high school students?

Answer: No.

- 9) Can the limit on credit hours for part-time instructors be increased to eight in order to assist science departments, which teach mostly four-credit lab courses?

Answer: The chancellor will look into the question, but the federal Affordable Care Act limits the number of credit hours that can be assigned without providing health insurance benefits.

- 10) When decisions are made, faculty are very often excluded (shared governance) in the decision making. Faculty are hurt by decisions that are beyond our control, yet system faculty continue to have to pick up more duties e.g. enrollment management, etc. with no additional pay. Is there a way to increase faculty involvement in decision making?

Answer: Faculty bear the brunt of bad decisions.

- a) When will faculty not be hurt by USG and presidential decisions that faculty have no control over?

Answer: The chancellor noted that faculty are experiencing frustration, but anonymous letters of complaint are not helpful because they don't allow for a proper investigation. Allegations of malfeasance will be investigated, and complaints will be kept confidential. Faculty currently participate in governance through advisory committees and through presidential search committees.

- 11) Are additional mergers between USG institutions in the future?

Answer: The concept is still "on the table," but we are "close to running out that stream." It is still an open question, but it will be decided fairly quickly.

- 12) Are faculty surveyed annually on administrative performance and is feedback being considered?

Answer: These issues will be examined and a campus climate survey will be administered in spring 2016.

The chancellor stated his opinion that public higher education is becoming too highly politicized, noting as an example the ouster of the president of the University of North Carolina for political reasons and to its detriment.

13) Can a process be developed to bring issues with presidential leadership to the chancellor and BOR in order to avoid votes of no confidence? It's hard to provide more access to board members because they serve as volunteers and already devote a lot of personal time to USG business.

One delegate mentioned that their faculty had no voice in a promotion of an interim president to president. The chancellor indicated that he felt that it was a good decision and in the best interest of that university. He also indicated that he did consult with faculty and members of the community before making the decision.

The shared sick leave program is being modified to allow faculty to donate sick leave to faculty who either are sick themselves or whose family member is sick.

14) Has there been a response to the USG Faculty Council's resolution regarding presidential pay increases?

Answer: A response has been mailed to the Faculty Council chair via U.S. mail this week.

The discussion continued with Vice Chancellor Davis.

Benefits for unmarried partners are being discontinued due to legalization of same-sex marriage. All affected employees have been notified of the change.

Dr. Davis expressed concern about important information not reaching faculty. He indicated that he would like to use USGFC as an additional conduit for communication to faculty. Also, he would like to continue the recently initiated practice of USGFC making an annual report to BOR.

Are institutions funding shared governance activities? USG has asked vice presidents for academic affairs to fund attendance at USGFC.

Can faculty senate chairs receive a partial release from teaching duties? Dr. Davis doesn't want to micromanage campuses in this way.

How is USG addressing pay equity issues on campuses? Southern Regional Education Board salary comparison data will be used to bolster the case for pay raises to the legislature. An increase of 1% in salaries equals approximately \$129 million.

Will there be backlash in the legislature in response to presidential pay increases? Dr. Davis noted the chancellor's defense of presidential pay increases and noted that some presidential pay increases included money from foundations.

Are foundations allowed to supplement presidential salaries according to BOR Policy 2.8? Dr. Davis asserted that the pay increases are allowed by USG policies.

Report on Regents Administrative Committee on Academic Affairs (RACAA) – Dr. Sally Roberts, immediate past president of USGFC

Dr. Roberts reported that she recently attended a RACAA meeting and encouraged VPAAAs to support USGFC participation.

1) AAUP Report – Robert Scott, president of Georgia AAUP

AAUP operates unofficially and somewhat like a political party and can sometimes take advantage of opportunities to influence policy decisions that are not available to official bodies such as university senates or USGFC. The only system-wide faculty governance is through USGFC. Can USGFC be part of the decision-making process in USG?

Georgia AAUP recently met and featured Larry Gerber, chair of the AAUP's Committee on College and University Governance, as a speaker on the importance of faculty governance.

Georgia AAUP requested a delay in changes in health insurance for retirees but the request was denied.

President Scott mentioned the value of attendance at the AAUP Summer Institute and asked if USG can help fund participation.

Georgia AAUP has provided AAUP Red Books to a faculty leader on each campus.

2) USG Retiree Council Report – Dennis Marks, chair-elect USGRC

The structure of USGRC mirrors that of USGFC.

USGRC is focusing on two main issues:

1. The conversion of health insurance from group insurance to private exchanges with a defined contribution from USG rather than defined benefits. The lack of shared governance in this decision has caused some concern and angst, but System staff have been helpful in implementation.
2. Communication with USG retirees – This is a difficult problem and needs to be improved. USGRC is encouraging campuses to develop various means of communication such as list-servs, phone trees, and regular mail.

USGRC encourages delegates to reach out to campus retiree organizations or to seek help from USGRC to establish a retiree organization.

USGRC encourages delegates to make sure that faculty governance bodies include retiree representation.

USGRC notes that retirees need access to campus email in order to maintain good communication.

Discussion of policy that prevents USG institutions from paying employees of other USG institutions for incidental services – Associate Vice Chancellor Theresa Joyce indicated that she will research System policies to see if BOR policies prevent such policies. Can foundations help cover such costs?

UWG delegate Elizabeth Kramer moved that *USG review policies related to payment of individuals employed by USG (but not by one's own institution) to provide services related to their academic discipline. Second by Sam Peavey (GA Southwestern). Motion passed.*

Discussion of Old Business

There has been no response USG so far on resolution from the *Spring 2015* USGFC resolutions.

Discussion of GRU/Augusta University Senate resolution regarding name changes (attached).

Armstrong University delegate Elizabeth Colas moved *that USGFC support the Augusta University Senate resolution regarding name changes (attached).* Second by Lisa Abbott (GA Southern). **Motion passed.**

Unresolved concerns – USGFC continues to be concerned about the following items:

Clayton State University Faculty Senate Statement of Concern regarding budget cuts for certain universities in fiscal year 2017 (attached).

Issues regarding campus safety and weapons on campus (USGFC resolution from Spring 2013).

Issue of evaluating teaching effectiveness of faculty (USGFC resolution from Spring 2013)

Discussion of need to review the USGFC Bylaws.

Creation of Ad-hoc committees-

Resolutions Chair: Dr. Victoria Butler

Bylaws Chair: Juone Brown

Communications Chair: Dr. Chavonda Mills

Discussion of New Business

USGFC Chair Brown asked for volunteers to serve on a committee related to USGFC resolutions. There were no volunteers and the committee was not formed.

Dr. Smith-Butler of Darton State College agreed to chair a committee to examine USGFC bylaws and propose changes.

Dr. Chavonda Mills agreed to chair a committee on communications along with Dr. Sam Peavy from Georgia Southwestern.

Concerns of faculty delegates:

Limit of summer pay to 33.3% of regular academic year pay

Limit of payments for teaching overloads

Low pay for adjunct faculty

Consideration for a representative of adjunct faculty on USGFC

Development of an instrument to assess faculty morale

Consideration of tuition waivers for dependents of faculty

Concern about how TAP funds are used on various campuses

Meeting was adjourned after discussion related to the date of the Spring 2016 meeting.