



Regents Advisory Committee on Academic Affairs October 5, 2016 Meeting Notes

The meeting was called to order by Dr. Gretchen Caughman, Executive Vice President for Academic Affairs and Provost at Augusta University and RACAA Chair. Attendees were asked to do self-introductions. (The list of attendees is included at the end of the meeting minutes.)

Presentations:

Georgia: Your Talent Your Future

Presented by Martha Contreras, Senior Manager, Accenture; Rob Friess, Managing Director, Global Education Practice Lead, Accenture; Tiffani Nevels, Managing Director, Health & Public Service – Georgia, Accenture and Amy Lancaster, Director, Workforce Development, Metro Chamber Atlanta. This presentation discussed Georgia's education needs as related to available job opportunities.

Key objectives to

- 1) Increase student and job seekers awareness
- 2) Increase program alignment with employee demand
- 3) Advocate for workforce policies

The SREB Model: Producing Minority Faculty

Presented by Ansley Abraham, Ph.D., Director, State Doctoral Scholars Program, Southern Regional Education Board (SREB). This presentation shared how to recruit and mentor minority faculty. A partnership with SREB – Doctoral Scholars Program creates an institutional pipeline for faculty of color from a rich pool of qualified Ph.D. graduates, including STEM fields.

Four Steps Forward

- 1) Partner with the SREB-Doctoral Scholars Program
- 2) Support More Scholars
- 3) Create a pipeline
- 4) Recruit

Sector meetings topics - the sectors were given the following topics as discussion options during their meetings:

- 1) Safe space training; trigger warnings, freedom of speech and the potential contradictions
- 2) Gender Equity
- 3) Do you, as an institution or department, limit the number of overload hours for full time faculty? If yes, what are those limits and do you include eCore in that calculation?
- 4) What are your class caps for courses? (Online, face-to-face, lab vs. lecture if there is a difference in the Sciences)
- 5) Financial Aid
- 6) Parental Leave
- 7) Shared Services

Sector meeting reports:

Research Universities:

- Benefits – seeking clarity for faculty benefits proposals, for example the start date for the shift from monthly to every two weeks, in addition, where are we on outsourced benefits
- FLSA outstanding issues – slated to start 11/16 (Ms. Marion Fedrick, Vice Chancellor for Human Resources has promised to host a conference call on this issue – Dr. Williams will schedule the conference call.)
- Gender equity – several have completed studies that indicated no bias demonstrated; women faculty do remain at the Associate Faculty level longer, normally because they are more involved in service/volunteer roles that are not credited on promotion and/or tenure.

Comprehensive Universities:

- Freedom of speech/naming of bathrooms and handling faculty participation in the protests – letter from ___ best way to handle
- National Anthem protests appear to be spreading
- Faculty are paid for overloads in very different manners across the System
- Impact of eCore, eMajor and 1st Year experience – staff asking permission to record as scholarship and service
- What is capped and how? What about labs/ clinical hours

State Universities:

- Overloads – of the group eight, one had policy that might disappear with consolidation, currently this is a Department chair decision that follows institutional culture – may need better structure
- Part-time budgets are decentralized – when a PT leaves some VPAs able to reallocate, some this salary line stays with the department
- Accepting transfer credit from an institution that has lost accreditation – case – by- case review of student grades, faculty credentials and rigor of course
- Graduate program management – every institution handles differently – coordinators, dean, associate provost

State Colleges:

- Teaching loads – varies with college – BS degrees impacts teaching loads as well –
- Overloads and limits – more practice than policy; some had a max on overloads
- Caps ; FLSA potential impact on staff who teach
- Financial Aide & shared services

System Updates – Dr. Micheal Crafton – Interim Executive Vice Chancellor/Chief Academic Officer –

- FLSA conference call would be best – 9,000 employees moving from exempt to non – exempt; in addition, questions on how to handle flextime or comp time; HR has a criteria list
- Overloads – opportunity of teaching online classes.... conflict of interest.... how overload reflects on definition of full load – does conflict policy need revision?

Dr. Robert Anderson, Vice Chancellor for Academic Affairs and Policy hosted a Complete College Georgia with Lumina prior to RACAA (October 3 – 4, 2016). Dr. Lynne Weisenbach, (previous Vice Chancellor with USG), a Lumina consultant was part of the visiting team. CCG is reviewing a collective inventory of campus goals to see where the USG can assist campuses on what's next. It is possible that some of

those campuses will receive grants to work on clear guided pathways – The Gates Foundation is very interested in that project. In addition, a clear policy evaluation structure will be created to address policies that are barriers to college completion. USG institutions are facing similar issues & sharing solutions, in addition making sure policies/information is written for student consumption. The remedial education work appears to be tremendously successful, RPA has conducted research that will helpfully validate this success. USG has been awarded a \$21,000 7 year GEAR UP grant.

Dr. Felita Williams, Associate Vice Chancellor for Partnerships & Accreditation, asked the group their thoughts on the new format of sending all RAC representatives to them as information for re-appointments. It was recommended that next year the list be divided into two sections – Academic Advisory Committees and Administrative Advisory Committees, with the Academic list at the top.

Dr. Crafton also provided updates about eCore and the Regents Engineering Pathways. USG taking baby steps to provide engineering and science courses online with the assistance of the research institutions. The President's Retreat will be held next week, the anticipated topics include budget, Title IX, FLSA, ROWR, legislative proposal to give plus/minus grades for courses identified as more rigorous as this impacts HOPE awards (HB 801). The Board of Regents will meet next week. Two programs are on the docket, one for ABAC and one for TECH; calendar flexibility and blended missions. There is also some discussion about the future home of the Georgia Film Academy. GFA is currently housed at the USG and Pinewood location. However, it is a program administered by institutions who will need to satisfy SACSCOC requirements. MOUs are in creation to properly align this work. Mr. Ben Robinson, Director of the Center for Health Workforce, will be leaving the USG effective October 20th. Decisions will be made about how and who will replace him, in the coming weeks.

Dr. Bob Michael, Associate Vice Chancellor of Educator Preparation and Policy, provided a Council for the Accreditation of Educator Preparation (CAEP) update. The Deans of Education recommendation is to allow CAEP membership to be an institutional decision. This recommendation has been shared with Chancellor Huckaby. A statement is being developed, it will recommend only national accreditation if accreditation is needed for a student to be eligible to sit for the licensure exam.

Dr. Joyce Jones, Vice Chancellor for Student Affairs, informed the group that financial aid continues to be a topic of concern. Campus Logic is being tested to assist with verifications – this electronic program will allow one electronic file to be created and documents can be added as they come into the office. In the past paper files were used, if a file was misplaced, a new file was started resulting in students being asked to resubmit information. There is a cost for this program, however, given the funds paid to staff when errors occur, it is an affordable and wise investment. Pricing is based upon student population.

The VPSA meeting will be held on October 13 – 14, 2016 at Augusta University. Ms. Tracy Cook, Associate Vice Chancellor for Fiscal Affairs & Budget Director, will be present to the tweaking of the fee policy. In addition, she will clarify which fees need USG approval, i.e. a faculty member charging the class for class resources. The next Enrollment Management meeting will be November 17th on the Macon Campus of Middle Georgia State University. Each institution has been asked to send 3 – 4 people to the meeting. College Board will be at this meeting to discuss SAT scores and AP scores. Dr. Barbara Brown, Assistant Vice Chancellor for Transitional & General Education will be there to discuss how working without COMPASS is going. Dr. Angela Bell, Associate Vice Chancellor for Research & Policy Analysis will share information about enrollment. They will also discuss the letter received from

SACSCOC President, Dr. Belle Wheelan. Several institutions (non USG institutions) have lost accreditation, expects audits this year.

Dr. Gretchen Caughman asked for a motion to approve the minutes of the July 11, 2016 meeting. The minutes were approved without changes. She also instructed them that a copy of the electronic voting results was in their meeting folders. The seven voting items all passed. The voting items were all changes to policy on the following topics:

1. Criteria for Promotion & Tenure
2. Institutional Mission
3. Notice of Non- Renewal: Rank
4. Notice of Non – Renewal: Lecturer
5. Probationary Credit toward Tenure
6. International Baccalaureate (IB) Credit
7. Academic Calendar.

For additional information on the specific changes, see the attached link _____. There was a brief sharing between institutions about plans related to the impending Hurricane Matthew. There were no announcements. There being no other business, the meeting was adjourned at 3:15pm

Meeting attendees:

USG Institution:	Institutional Representative
Abraham Baldwin Agricultural College	Gail Dillard
Abraham Baldwin Agricultural College	Darby Sewell
Albany State University	Olufunke Fontenot
Atlanta Metropolitan State College	Micheal Heard
Augusta University	Gretchen Caughman
Bainbridge State College	Rodney Carr
Clayton State University	Kevin Dermmitt
College of Coastal Georgia	Tracy Pellet
Columbus State University	Tina Butcher
Darton State College	Kimberly Holmes
Dalton State College	Patricia Chute
East Georgia State College	Tim Goodman
Fort Valley State University	T. Ramon Stuart
Georgia College & State University	Costas Spirou
Georgia Gwinnett College	Jo Galle
Georgia Highlands College	Renva Watterson
Georgia Institute of Technology	Colin Potts
Georgia Institute of Technology	Jennifer Herazy
Georgia Southern University	Jean Bartels
Georgia Southwestern State University	Brian Adler
Georgia State University	Risa Palm
Georgia State University	Peter Lyons
Gordon State College	Jeffery Knighton
Kennesaw State University	Ken Harmon
Middle Georgia State University	Melanie Hatch
Savannah State University	Clarissa Myrick - Harris
South Georgia State College	Robert Page

University of Georgia	Pam Whitten
University of North Georgia	Tom Ormond
University of West Georgia	Myrna Gantner
University System of Georgia	Rob Anderson
University System of Georgia	Barbara Brown
University System of Georgia	Heather Collins
University System of Georgia	Micheal Crafton
University System of Georgia	Joyce Jones
University System of Georgia	Bob Michael
University System of Georgia	Marci Middleton
University System of Georgia	Marti Venn
University System of Georgia	Felita Williams
Valdosta State University	Brian Gerber