

Agenda: USG Faculty Council Meeting

Richard Foreman, USG Faculty Council Chair, Presiding

October 20, 2022 and October 21, 2022

Middle Georgia State University

Thursday, October 20, 2022

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| 12:00 PM | Welcome/Pick Up Lunch |
| 12:20 PM | Approval of the Agenda, Introduction of Representatives and Guests |
| 12:30 PM | Sector Committee Meetings
Research
Comprehensive
State University
State College |
| 1:15 PM | Discussion on the proposed new Public Relations Officer position
Discussion on Executive Officer terms – start/end dates and length of terms
Discussion of AAUP Censure – strategies to resolve
Discuss/Debrief PTR related topics
Other concerns/topics – including any issues from Sector Committee meetings |
| 3:15 PM | Break |
| 3:30 PM | Human Resources Committee OR Academic Affairs Committee |
| 4:15 PM | Bylaws Committee, Organizational Committee OR Strategic Planning Committee
(As Needed) |
| 5:00 PM | Executive Committee Meeting |
| 6:30 PM | Dinner with the Chancellor (TBD) |

Friday, October 21, 2022

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| 7:45 AM | Pick up breakfast |
| 8:10 AM | Welcome/Approval of the Minutes from October 2021 ??(missing minutes) and April 29/30, 2022 |
| 8:20 AM | Dr. Blake, President of MGSU – opening remarks |
| 8:30 AM | Remarks/Question and Answer Period, USG Representatives
Dr. Sonny Perdue, Chancellor
Dr. Ashwani Monga, Executive Vice Chancellor and Chief Academic Officer
Dr. Stuart Rayfield, Vice Chancellor for Leadership & Institutional Development
Dr. Juanita Hicks, Vice Chancellor for Human Resources
(others TBD) |

10:30 AM	Break
10:45 AM	Retiree Council Update
11:00 AM	AAUP Update
11:15 AM	Pick up lunch
11:30 AM	Committee Reports and Consideration of New Resolutions from Committees Voting, as needed
1:00 PM	Adjourn

State University Sector

Academic Affairs

Test

Organizational

Consolidation best practices

Presidential searches

Shared governance

FTE

Elected chairs

Chancellor Sonny Perdue

- Academic freedom: mutual respect, teach how to think rather than what to think
- Tenure: rightly earned acclimation by peers of your work, seniors on the team, mentor less experienced faculty, separate from academic freedom
- Post-tenure review: thank you for looking at the policy and drafting institutional policies
- Brian, CSU: explained his understanding of tenure as the right to a hearing to be reviewed by peers if negative consequences of post-tenure review with the burden of proof being on the administration. Tenure supports academic freedom.
- Matt, DSC: we are in agreement that faculty who are not doing their jobs should be held accountable

8.3.9 Discipline and Removal of Faculty Members

The President of a University System of Georgia (USG) institution or his or her designee may at any time remove any faculty member or other employee of an institution for cause. Cause shall include willful or intentional violation of the Board of Regents' policies or the approved statutes or bylaws of an institution or as otherwise set forth in the Board of Regents' policies and the approved statutes or bylaws of an institution. Such removals for cause shall be governed by the following policies on Grounds for Removal and Procedures for Dismissal. Remedial actions taken as part of the posttenure review process shall ~~not~~ be governed by these policies on Grounds for Removal and Procedures for Dismissal, after all of the methods have been exhausted in ~~but rather shall be governed by~~ the Board Policy on Post Tenure Review.

- Doug, KSU: Is there strategic planning at the system level?

- Annie, GT: Hires working before signing contract.
- Matt, DSC: Summer teaching for two weeks prior to knowing what they will make.
- Summer pay needs to be reviewed at the system level.
- Gen Ed: small, incremental changes which will help with transferability, workforce development, etc.
- 33 ⅓% limit on payments outside of fall and spring. Old policy from federal government regarding grant recipients. USG instituted the policy, but the federal government eliminated it later, and USG still have it.
- What does it mean to be a university system?
- Looking at rewarding institutions for completion, retention for transfer students within and outside the USG
- Benefits, family tuition remission, spousal surcharge for insurance, consider making a positive system to reward employees for spouse's using insurance at their place of work

Stuart Rayfield

- Click: deploying later this year. Ways to track employment, salary, etc. regarding alumni.
- Discussions re: formula
- No formal decision has been made regarding test scores and elevated GPAs. This policy is in effect until Summer 2024.
- Surplus in income tax surplus has helped with construction. Increase in state appropriations for cost of living increase and waiving of special institution fee.

USG Retiree Council

Matt, AAUP updates

Committee reports

Discussion and voting on new resolutions