

DRAFT minutes of USGFC meeting held on the 20th and 21st October 2022 at Middle Georgia State University, Macon Campus.

Attendees

Annie Anton – GT
Michelle Brattain – GSU, Chair-Elect
Janet Westpheling – UGA
Car Christian – GSU
Todd Harper – KSU
Doug Moodie – KSU, secretary
Jeff Rebar – UWG
Richard Foreman – ASU, Chair
Eric Bridges – Clayton State University
Brian Schwartz – Columbus State University
Felicia Jefferson – FVSU
Robert Sumoski – GCSU
Elizabeth Gurnack – GSSU
John Patillo – MGSU, site organizer
Jennifer Flory – UNC
Andrea Moore – SSU
Ryan Currie – ABAC, Parliamentarian
Babatunde Onabanjo – AMSU
Tate Holbrook – CCG
Matt Hipps, DSU, Past Chair
Kimberly Subacz – GHC
David Kerven – GGC, Communications
Mary Beth Anzovino – GGC
Theresa Stanley – GSU
Remit Khatmillin – MGSU
Sonny Perdue – USG
Ashwani Monga – USG
Stuart Rayfield – USG
Dana Nichols – USG
Matt Brodie – AAUP
Dorothy Zinsmeister – USGRC

THURSDAY

Agenda

The agenda was approved unanimously.

Sector committees

Meeting broke up into sector groups.

Discussion on new ERO

The meeting began discussions on proposed new External Relations Officer.

This person would be responsible for all media and legislative relations from the USGFC. They would need to serve three years to build up relationships. An advisory board with one representative from each sector was suggested. There needs to be an overlap between old and new ERO. Suggested was one year as ERO elect, 3 years as ERO and one year as past ERO. This is 5 years and may be too long a commitment. Who messages social media on USGFC's behalf was raised.

Matt and Annie were nominated as ERO candidates.

Officers

Officers should serve 2-year terms, with chair doing 4, one as chair-elect, two as chair, and one as past-chair. Also, there will be a representative from any sector from which there are no officers.

PTR

AAUP censure is because no hearing when dismissal proposed, unlike dismissals for cause. There is a need to use our relationship with USG to affect matters. USGFC should act in cooperation with new USG officers so they can negotiate. Expectations should be flexible and based on annual plans. At UGA, departments take care of problem faculty.

Summer pay

Some State Colleges do not tell faculty what their summer pay will be until after they have started teaching.

FRIDAY

Minutes

The minutes of Spring 22 meeting were approved.

Dr. Blake, President of Middle Georgia state University welcomed attendees to Macon.

The Chancellor then spoke and answered questions.

Faculty make an impact to make a better society. In the past Hope changed USG and attracted more students. My goal for 26 centers of faculty and the USG team. USG's role is to remove friction from everyone else. USG must listen and make sense. We must remove the 'barnacles of bureaucracy.' So, we need ensure that there are good communications. I know from my 14 grandchildren that all are different, and we should act accordingly.

Academic Freedom

This is the essence of higher education. However, it is different from tenure. AF means being able to challenge any knowledge, not to tell people what to believe. One can persuade, but not berate or disrespect. One can express opinions without penalty. There must be mutual respect both in and out of the classroom. Tenure is an accolade from one's peers, a credential.

PTR

Words matter. He considers tenure has the right to peer review as well as protection from one's peers. Untenured also require protection. PTR is a protection from political influences. PTR creates worries about tenure.

Stuart stated that PTR is how we deal with faculty who do not meet expectations. It should be viewed as developmental not punitive. Accountability was not always carried out under previous policies. Landed in a much better place than where we began, in response to BOR/legislator concerns that underperforming faculty were not being held accountable. The problematic issue is why failing PTR does not provide opportunity for a formal dismissal hearing such as that provided in the case of dismissal for cause with its attached dismissal hearing. The President will have last word as in P&T.

Michelle asked whether at the end after failed PIP, why we could not use existing 8.3.5.4

Ashwani said old PTR policy was not working, hence the need for new policy.

It was suggested that all that was needed was removing the word "NOT" from 2 key statements in the PTR policy, and that doing so should result in the removal of the AAUP censure.

Stuart looked at process to keep faculty to account. She will talk to BoR. She asked FC if NOT was removed would AAUP and FC back new process and would the censure be removed? The reply was YES.

Budget

USG is looking at centralizing backroom processes to save money, under expected forthcoming budget strains. They were also looking at what we were doing that did not need to be done. USG were targeting the legislature, but with lower student numbers, the formula produced lower budgets. Not only was there no likelihood of new money but with high inflation costs we a lot higher. Tuition increases were unlikely. Thus, budgets may well be cut based on data. USG needs to sell the state on the returns from higher education through economic development. USG spends \$18m on health care alone.

Funding formula – job of Chancellor to communicate to legislature the need for more funding (would like to return to 75%/25% target of years past). "Don't expect Santa Claus this year" – "the barrel is dry" – no extra funds to reallocate, mitigate budget cuts. Must "trim old growth" – e.g., strategic alignment of programs. "There's gonna be pain." USG needs to tell our story to government re: economic development, w/ data.

Last year there was \$100 min mitigation funds; next year only \$7m.

Summer

USG will look at the issue with summer contracts for the State Colleges. Ideally everyone should get a contract before they start teaching, including Graduate Assistants. They will also look at the 33 1/3 % summer pay limit. Actual scheduling is a chair's responsibility.

General Education

Ashwani said something needs to be done about General Education. He is trying to understand the present system and look at what is needed. He prefers immediate small changes more than a later larger change. An appeal was made to ensure the new General Education requirements were easily understood by students. It should be flexible but at the same time allow transfers between institutions.

Still studying issue, consulting w/ Gen Ed council, etc. Important to give meaning/purpose/context to Gen Ed 'areas' (vs. checking boxes). So, students know the important value of taking core courses in each area.

Benefits

The spousal fee is causing problems and making it harder to recruit faculty. Want USG to be an employer of choice. However, if spousal fee abolished then costs will go up.

Other points

Stuart stated KSU has a good example a strategic plan. Also, USG will give credit to entry level institutions when students transfer to and graduate in other USG institutions. Attention to alumna is increasing but is difficult to get good data on alumna.

It was pointed out that the failure of an institution was the fault of President and Provost not the faculty. Stuart will be emphasizing leadership training for leaders including Deans. This was done several year ago but allowed to lapse. Holding administration accountable is important to USG – developmental process, with consequences (private conversations). Chancellor supports leadership development programs. Plan to reinstate training program for Chairs/Deans. But poor-performing leaders must be held accountable – requires feedback. Every administrator should be getting evaluated annually (including periodic 360 reviews)

Asked about whether USG can help track graduates, Stuart replied yes – they are putting in place tools to assist with that endeavor; e.g., GA Degrees Pay, “Click” app, Stepping Blocks tool scrapes internet to build institutional profile.

Inflation effect - Must adapt; e.g., scale back construction projects

Revenue excess - 25% increase in appropriations this year funded \$5k raise, termination of institutional fee, capital projects, insurance subsidies.

SAT/ACT

USG has raised GPA required for test optional admittance as a test. They are looking at data across the institutions. GPA seems to be reverting to pre-covid levels. However, Alabama, Tennessee mostly, and South Carolina were still test optional. Florida and UT required tests.

Retirees

Dorothy talked about what the retiree council is doing to simplify retiree health payments, and for the need for more chapters. Ten institutions have no retiree organizations (ABAC, ASU, Dalton State, FVSU, GGC, GHC, Gordon State, SSU, SGSC and UNG). Two institutions have no Retiree Council 'representative' (ASU, Gordon State). USGRC advocates for retired faculty,

e.g., health insurance, community, source of donations. Many retirees want to stay in touch with their institutions. Dorothy spent 11 years in USG after working at KSU. When she joined KSU in 1978 there were 2000 students, now 42,000.

Long-term Effect of Covid

The students entering USG institutions for the next 10 years will have had 1 to 2 fewer years of a traditional education experience due to remote learning, closures, etc. than existing students. USG will have to adapt to this.

The USGFC then passed unanimously four resolutions, with quorums in all sectors.

1. Proposal to Amend USG Faculty Council Bylaws to Replace the Word “Tier” with the Word “Sector”

The members of the University System of Georgia Faculty Council (USGFC) Bylaws, Statutes, & Administrative committee (the “Committee”) met at the USGFC Spring 2022 meeting and recommended to the Executive Committee that the following amendment be made to the bylaws. The Executive Committee agreed with that recommendation and a copy of the proposed amendment was provided to members of the USG Faculty Council more than 30 days before October 21, 2022.

The proposed amendment reads as follows:

WHEREAS bylaws VI, VII, or subparts thereof refer to groupings of institutions within the USG as tiers.

WHEREAS reference to groupings of institutions as tiers improperly implies a hierarchy of such groupings.

WHEREAS the Board of Regents for the USG in its policies refers to groupings of institutions within the USG as institutional sectors.

THEREFORE, bylaws VI, VII, and any relevant subparts shall be amended to refer to Sectors rather than Tiers, as follows:

Article VI. Voting

The USGFC uses two forms of voting, Combined Voting and ~~Tier~~-Sector Voting, as described in the following sections. ~~Tier~~-Sector Voting is required for amending, repealing, or replacing these Bylaws. Combined Voting is required for the election of officers. In all other cases, combined voting shall be used unless a voting member requests that a particular vote be conducted using ~~Tier~~ Sector Voting; such a request does not require a second, is non-debatable, and requires a majority vote for approval.

VI.3. ~~Tier~~ Sector Voting.

Each USG institution shall have one vote, cast by the Institutional Representative or designated proxy. Officers who are not also Institutional Representatives shall not have a vote. The vote shall be conducted separately within each institutional sector tier of institutions, as defined by the Board of Regents for the USG. The list of USG institutions and their respective sectors ~~tiers~~ for voting purposes shall be maintained by the Secretary/Treasurer. Within each sector ~~tier~~, the vote shall be conducted in compliance with Article VI.1 and a motion must be approved by all institutional sectors ~~tiers~~ to pass.

VII.1. Tier Sector Committees.

These committees correspond to the USG institutional sector tiers, as defined in Article VI.3 and the membership of each committee consists of the Institutional Representatives from those institutions. Tier Sector Committees provide a forum for discussion of issues specific to those institutions

2. Proposal to Amend USG Faculty Council Bylaws to ensure sector representation on the Executive Committee

The members of the University System of Georgia Faculty Council (USGFC) Bylaws, Statutes, & Administrative committee (the “Committee”) met at the USGFC Spring 2022 meeting and recommended to the Executive Committee that the following amendment be made to the bylaws. The Executive Committee agreed with that recommendation and a copy of the proposed amendment was provided to members of the USG Faculty Council more than 30 days before October 21, 2022.

The proposed amendment reads as follows:

WHEREAS the bylaws define the USGFC Executive Committee as comprising the officers of the USGFC as specified in bylaw IV.2.

WHEREAS the officers of the USGFC may not include a representative from each of USG’s institutional sectors.

WHEREAS inclusion of a representative from each of the institutional sectors would broaden the perspective of the Executive Committee and allow it to represent the views of the USGFC more fully.

THEREFOR, bylaw IV.2 shall be amended to ensure representation on the Executive Committee of at least one member from each of USG’s institutional sectors, as follows:

IV.2. Officers and Executive Committee.

The officers of the USGFC shall be a Chair, a Chair-Elect, a Past-Chair, a Secretary/Treasurer, a Parliamentarian, and an Information Technology (IT) Coordinator. The USGFC Chair may not also serve as an Institutional Representative; other officers may, but are not required to, also serve as Institutional Representatives. No individual may simultaneously serve in multiple officer positions. Collectively, the officers comprise the Executive Committee of the USGFC. To the extent an institutional sector is not represented among the elected USGFC officers, the institutional representatives from that sector shall select from among themselves a representative who will serve as a member of the Executive Council.

3. Proposal to Amend USG Faculty Council Bylaws to Modify the Dates of the Term of Service

The members of the University System of Georgia Faculty Council (USGFC) Bylaws, Statutes, & Administrative committee (the “Committee”) met at the USGFC Spring 2022 meeting and recommended to the Executive Committee that the following amendment be made to the bylaws. The Executive Committee agreed with that recommendation and a copy of the proposed amendment was provided to members of the USG Faculty Council more than 30 days before October 21, 2022.

The proposed amendment reads as follows:

WHEREAS bylaws IV.1 and IV.4 refer to a “a term of one academic year (July 1 – June 30)” and subsequently refer to July 1 as the starting date.

WHEREAS the academic year does not start on July 1, but rather, Georgia’s fiscal year starts on July 1.

WHEREAS August 1 is the start of the academic year but is often an extremely busy month for faculty at their respective institutions.

WHEREAS some faculty senates do not meet and elect their Institutional Representative until after September 1.

WHEREAS an October 1 term start date would allow for a smoother transition between years for the USGFC since October 1 would neither be mid-summer nor at the outset of the academic year.

THEREFORE, bylaws shall be amended to refer to USGFC annual terms as starting on October 1 and running through September 30 as follows:

IV.1. Institutional Representatives.

Each USG institution shall have one voting representative, who must be a member of that institution’s faculty and selected by a process determined by the faculty or faculty body (council,

senate, assembly, etc.) of that institution. Institutional Representatives serve for a term from October 1 to September 30 of one academic year (July 1 – June 30) and may serve multiple consecutive terms. Institutions are expected to select their representative prior to September 30 July 1 of each year and Institutional Representatives are expected to inform the USGFC Chair, Secretary/Treasurer, and IT Coordinator when a new representative is selected, so that the correct records can be kept.

IV.5. Officer Terms and Succession.

Officers serve a term from October 1 to September 30 of one academic year (July 1 – June 30). On July 1October 1, the Chair shall become the Past-Chair and the Chair-Elect shall become the Chair. The Secretary/Treasurer, Parliamentarian, and IT Coordinator may serve multiple consecutive terms. If annual elections are not held prior to July 1October 1, succession of the chairs shall still occur; however, the Chair-Elect position shall be vacant, and the other officers shall continue to serve until the election is held. If a vacancy occurs during the year, the Executive Committee, at its discretion, may leave the position vacant, appoint someone for the remainder of the term, or hold a special election to fill the position.

4. Proposal to Amend USG Faculty Council Bylaws to Create the Position of External Relations Officer and Modify the Terms of Service for the Executive Committee

The members of the University System of Georgia Faculty Council (USGFC) Bylaws, Statutes, & Administrative committee (the “Committee”) met at the USGFC Spring 2022 meeting and recommended to the Executive Committee that the following amendment be made to the bylaws. The Executive Committee agreed with that recommendation and a copy of the proposed amendment was provided to members of the USG Faculty Council more than 30 days before October 21, 2022.

The proposed amendment reads as follows:

WHEREAS the USGFC’s purpose is “to promote and foster the welfare of system faculty through the combined creativity and expertise of faculty representatives from system institutions.” USGFC, Bylaws, Art. II.

WHEREAS situations arise where it would be beneficial for USG faculty to provide a collective voice to external organizations, such as the legislature, professional organizations, and the media.

WHEREAS the duties of the existing officers do not contemplate service in such a role.

WHEREAS the current one-year terms of service for the Executive Committee members limits the ability of the Executive Committee members to carry out USGFC’s purpose.

THEREFORE, bylaws shall be amended to create an external relations officer, external relations officer elect and modify the terms of service for the Executive Committee as follows:

IV.4. Officer and Executive Committee Duties.

The duties of the officers and Executive Committee are as follows:

Chair – overall leadership of the USGFC, appoint standing committee members, preside at all USGFC and Executive Committee meetings, and coordinate with the USG Chancellor’s Office, as needed, for planning and responding to requests for action.

Chair-Elect – substitute for the Chair in cases of absence or incapacity, assist in the planning of meetings, chair the Strategic Planning Committee, and perform other duties as assigned by the Chair.

Past-Chair – substitute for the Chair in case of absence or incapacity of both the Chair and Chair-Elect and perform other duties as assigned by the Chair.

Secretary/Treasurer – maintain the current roster of members and institutional contacts, prepare minutes of each meeting, and coordinate with the Chancellor’s Office and institutions on budgetary and financial matters, as necessary.

Parliamentarian – maintain current versions of the Bylaws and other governing documents; chair the Bylaws, Statutes & Administration Committee; and interpret these Bylaws and Robert’s Rules of Order during meetings.

IT Coordinator – maintain and update the USGFC website, assist the Secretary/Treasurer in maintaining the roster of members and contact information, and coordinate technology needed at USGFC meeting sites.

External Relations Officer – foster and promote mutual understanding and rapport with members of the government that may have an impact on USG, its campuses, and its faculty, with the media, and with other external audiences; additionally, interacting with government officials on specific issues relevant to USGFC. The External Relations Officer will chair the External Relations Committee that consists of the External Relations Officer, one Sector Representative for each of the Sectors, the External Relations Officer-Elect (when the position is filled), and the immediate past External Relations Officer (when the position is filled). The External Relations Committee develops standard operation procedures which it shares with the Faculty Council. Faculty Council is responsible for creating rules for serving on and being elected to the External Relations Committee.

External Relations Officer Elect – substitute for the External Relations Officer in case of absence or incapacity, and performed other duties as assigned by the External Relations Officer.

Executive Committee – communicate recommendations and decisions to the USG Chancellor (or

designee), prepare meeting agendas in consultation with the Institutional Representatives and the Chancellor's Office, and represent the USGFC in ad-hoc meeting with USG officers and in providing timely responses to their requests. When the Executive Committee acts on behalf of the USGFC between meetings, it shall promptly report those actions to the members.

IV.5. Officer Terms and Succession.

The terms for officers vary by position. The Chair, Secretary/Treasurer, Parliamentarian, and IT Coordinator serve a term of two years (October 1-September 30). The External Relations Officer shall serve a term of three years. The External Relations Officer-Elect will serve a one-year term, to be served at the start of year three of the External Relations Officer term. The immediate past External Relations Officer will serve a one-year term immediately following their term as External Relations Officer. The Chair-Elect shall serve a one-year term, to be served at the start of year two of the USGFC Chair. The immediate Past Chair will serve a one-year term immediately following their term as Chair. Officers serve a term from October 1 to September of one academic year (July 1—June 30). At the conclusion of the USGFC Chair's term (October 1) the Chair shall become the Past-Chair and the Chair-Elect shall become the Chair. The Secretary/Treasurer, Parliamentarian, External Relations Officer and IT Coordinator may serve multiple consecutive terms. If annual elections are not held prior to July 1 October 1 succession of the chairs shall still occur; however, the Chair-Elect position shall be vacant, and the other officers shall continue to serve until the election is held. If a vacancy occurs during the year, the Executive Committee, at its discretion, may leave the position vacant, appoint someone for the remainder of the term, or hold a special election to fill the position.

IV.6. Officer Elections.

At the Spring USGFC meeting, elections shall be conducted for the positions of Chair-Elect, Secretary/Treasurer, Parliamentarian, External Relations Officer, External Relations Officer Elect, and IT Coordinator. Nominations (including self-nominations) for each position shall be solicited from the USGFC members. Nominees must be current Institutional Representatives or Officers; the current Chair, Chair-Elect, and Past-Chair are not eligible. Voting for officers shall be conducted in compliance with Article VI.2 of these Bylaws. If no candidate for a position receives a majority, a run-off election shall be conducted between the two candidates receiving the most votes.

Elections

Matt was elected as ERO with Annie, Jeff, Jennifer, and Kimberly as sector representatives on the External Relations advisory committee.

