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USG Faculty Council Meeting October 11, 2014 (Discussion of BOR 2,5,2)

USG Faculty Council

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The USG Faculty Council met Saturday, October 11 at Georgia Gwinnett College in Lawrenceville.

Skipping ahead to what concerns many of you (BOR Policy 2.5.2) – I asked. He was very clear – Senates can act (lower-case a), but presidents can Act (upper case a), and only presidents can act on behalf of the institution. It seems that we are somewhat of an anomaly in the system (along with UGA), in that our statutes state that actions of the Senate must be either approved or vetoed by the president (in most cases, presidents can only veto). At any rate, the chancellor was very clear in stating that vetoes should happen rarely, and presidents ARE expected to notify the chancellor's office in the event of a veto (and have been told this); Huckaby (and vice chancellor Houston Davis) were clear they want to know where disconnects are between faculty and presidents in the system.

After an initial welcome from their president, Chancellor Hank Huckaby took the floor. In his opening remarks, he indicated that the USG as a whole needs to be more nimble in terms of being able to respond to issues (primarily financial). He said he hoped we'd "turned a corner" on compensation with the merit raises this year. About \$11,000,000 was distributed to 43,000 faculty and staff in the system. He is concerned about the ACA (Obamacare), however. It looks like that may cost the system upwards of \$20 million, and the "ill health" of the regular state medical insurance program does affect us. For this next year, he anticipates somewhere between \$225 and 275 million in capital projects, but no new legislation from us. Expect another round about guns on campus. There are newly revised policies on timelines for promotions; these now mirror those for tenure, so if, for example, a person hired with credit towards tenure can also get credit towards time to promotion.

In terms of the budget, Huckaby said it would be based on current funding formula for next year. They are formally asking for a \$7 million increase, but trying to make the case for \$20 – 30 million more. Credit hours at upper levels are increasing, and help level offsets from lower numbers of freshmen. (FYI – word came out just a few days later that institutions are being asked to "make plans" for budget cuts of between 3% and 11%, based on enrollments. According to Dr. Keel, our target was 3%. Valdosta State, for comparison, was asked to plan for 11%. Armstrong and North GA were 3% each.) Huckaby believes the "Public/Private Partnerships" need to proceed; the ballot issue about them is strictly in terms of continuing the tax exemption for these. He noted that U. Kentucky did this with their housing a few years ago, and Ohio State did their parking, to name two.

Q and A (I've grouped related questions here for sake of coherence, but that is not necessarily the order in which these were asked):

Q: Use of adjuncts versus TT/Full-time faculty? A: Had to use adjuncts "out of necessity". Huckaby hopes for better balance as budgets build back. We need to look

at how we treat them (benefits, etc). This has an impact of GAs, RAs, etc. Q: What about adjuncts who teach at several campuses? A: These exist – the positions are “joint staffing.” He did not go onto details on how the benefits (if any) are worked out.

Q: Complete College Georgia? A: USH supports the idea. Need to prove a positive impact or GA won't be competitive in terms of work force.

Q: What is the fate of “special missions?” (from the GA College rep) A: Huskaby said he is encouraging that.

Q: Will there be a review of the 33% limit on summer pay? A: that equates to a 12 month salary. What happens then? Q: What about a 12 month basis for all? A: No conversations at USG about this. Probably depends on campuses and their summer enrollments (to name one factor). Q: What about a 12 month pay option? A: Still talking about changing from ADP as payroll processor. There are legal and financial issues to be worked out.

Q: More consolidations? A: N GA/Gainesville is showing the challengers of changing P&T guidelines in mergers – people have left, etc... However, he wouldn't rule out more.

Q: Compensation – focus on faculty next time? A: the chancellor did give presidents “guidance” = a directive for lowest paid, compression, market, etc in terms of awarding this year's “merit” increases.

Q: Ecore – are we going to expand online courses for the whole system? A: We have WEBMBA, Emajor, etc already. Our students had to be “transient” at the ECORE school; They are changing the hoops so transient status won't be necessary. It's still up to us about being active in development, credit hour generation, etc. ECORE is the only option that actually reduced fees last year. Lots of those courses are using OpenStax texts/resources. Coastal GA is back filing faculty positions lost in budget cutbacks; also, ECORE pays more to faculty than regular overloads. ***The next round on affordability goes to departments.

Q: What about Gad students having to pay fees – the institutional fee (really tuition) etc come out of their first paycheck – that's a burden. A: The institutional fee generates \$200 million system-wide. It should be phased out, but we need funding and a plan.

Q: What about endangered programs? Is there a list? A: Yes. See the May 2014 BOR Agenda “Degree Productivity Report. (Note: GSU has no programs on the list.)

The afternoon was taken up with various discussions in break out groups. I participated in on about online learning – seems that remuneration to faculty system-wide is \$0 for teaching an on-line course (after possible payment for the initial course development – most campuses pay faculty for that, but not all). Major concerns that ECORE will take students away from their “home” institution – who counts them for formula funding? Also, concerns about quality of the courses, but that same question can be asked about

the same “course” on different campuses, or from different instructors in face-to-face sections.

I also participated in a breakout on shared governance. Several campuses (West GA and Armstrong to name two) now have budget or finance committees with faculty senate members on them. The purpose of those is to advise the president on priorities and implementation for budget plans (and potential cuts). The Senate Moderator sits in the President’s Cabinet now at Armstrong.

The group now has a Google+ group to keep in touch more easily.