

## **UNIVERSITY SYSTEM OF GEORGIA FACULTY COUNCIL (USGFC)**

Meeting: Saturday, October 27, 2012

Location: Georgia State University, General Classroom Building, Room 939

### **Discussion with Chancellor Hank Huckaby and Executive Vice Chancellor and Chief Academic Officer, Dr. Houston Davis**

The Chancellor stated that he was happy to be with USGFC and hopes for more such meetings. Dr. Davis noted that his previous systems (Oklahoma and Tennessee) had old and well established system-wide faculty councils.

Chancellor Huckaby said that he is reorganizing USG central office, and introduced Dr. Houston Davis, the new Chief Academic Officer.

The Chancellor considered Georgia is behind on online education and he has setup a working party to look at how USG should provide online education, which will report at the end of the month. He felt that online assessment and support is getting better. Dr. Davis remarked that he is doing an online MIT class on statistics that is very well done, and provides an example of what good online education should be.

He says that further USG consolidation may occur after lessons from the first four consolidations

Commerce to find out what their needs are and for new sources of funding. He is getting more demographic information but expects a decrease in student growth for USG.

He wants better partnerships with the technical colleges and is working on these links. USG needs more articulation agreements.

When asked about administrative to faculty ratios, he pointed out that tutors and advisors are counted as administrators. He considers these people to be faculty support not administrators.

There will be 5 to 6 new Board of Regents (BoR) members soon. He would like but does not expect any faculty or student representatives on the BoR.

Asked about an interpretation of BoR timeline for tenure, Dr. Davis said it should be go up in 5<sup>th</sup> year. However, colleges should decide their own T&P rules.

The Chancellor is starting a systematic review of USG policies, as some are 50 to 60 years old. He realizes that sometimes BoR policies are a barrier to improving things. There are about 50 to 60 USG advising bodies involving faculty, including General Education council.

USG is working on the PR issue of professors seen as arrogant by legislature. He hopes faculty will talk to local legislators, and encourage them to visit campuses.

USG will have to look at learning

### ***Soft Benefits***

USGFC supports USG pushing for childcare for faculty, staff and students – these facilities have been shown in other states to increase RPG and student recruitment. They can also assist research. We also support USG on their efforts on U16 aliens and domestic partner benefits. Marion Fedrick, USG Vice Chancellor for Human Services is an expert on these matters.

Faculty should meet with local politicians on these matters but proceed carefully (and in coordination with our university presidents) – we do not want to blindside our university presidents.

### ***Consolidation***

Consolidations are going well but no cost savings yet. We recommend a change management team to assist employees through mergers be set up at the start of process. This would acknowledge that mergers are a big change for people. Use faculty to assist changes. Note that SACS approval needed for final result.

### ***USGFC Role***

USGFC should have social activities to increase inter-college faculty communication. USGFC should institutionalize relationships with public representatives. USGFC should work collaboratively with the USG student and staff councils through regular meetings.

### ***Proposals***

1. USGFC supports offering in-state tuition to students who are not US citizens or resident aliens but came to Georgia before the age of 16.
2. In support of the February 2012 resolution on domestic partnerships benefits, USGFC encourages USG institutions to offer soft benefits to domestic partners of employees. Examples of such soft benefits are better medical plans, use of athletic facilities, child care facilities, vision and dental plans, etc.
3. Given the demands of working parents, the USGFC encourages USG institutions to consider providing childcare services (at subsidized prices if possible) to faculty, staff, and students. This would provide a non-salary benefit to help ease the burden on working

### **Future Meetings**

Several members tentatively offered their institution as meeting host. Co-Presidents (Chris Huff and Douglas Moodie) to find out via Doodle best times; they need to find out spring break times from USG first.

USGFC should consider two meetings in the spring.

### **Attendees**

USG	Linda Noble (Associate Vice-Chancellor for Faculty Affairs)