

UNIVERSITY SYSTEM OF GEORGIA (USG) FACULTY COUNCIL March 31, 2017
USG System Office
8:30 a.m. – 5:00 p.m.

THE AGENDA
USG Faculty Council Chair, Victoria Smith-Butler, Presiding

Attendees: Amanda Urquhart, ABAC; Victoria Butler, Albany State; Shane Smith, Albany State; Elizabeth Desnoyers-Colas, Armstrong State; Cathy Tugmon, Augusta University; Wendy Turner, Augusta University; Jason Tondro, College of Coastal Georgia; Christopher McCollough, Columbus State; Sarah Mergel, Dalton State; Juone Brown, Fort Valley State; Nicole DeClouette, Georgia College and State University; Rachel Bowser, Georgia Gwinnett College; Richard Flynn, Georgia Southern; Timothy Brown, Georgia State University; Chawick Gugg, Georgia Southwestern; Doug Williams, Georgia Tech; Jeremy Richards, Gordon State College; Edwynn Wallace, Middle Georgia State; Scott Pegan, University of Georgia; Peggy Moch, Valdosta State; Brian Ring, Valdosta State.

Online Attendees: Judith Rosenbaum-Andre, Albany State; Tayana Pashnyak, Bainbridge State; Julia Farmer, University of West Georgia.

Guests: Steve Wrigley, USG Chancellor; Marti Venn, USG Deputy Vice Chancellor for Academic Affairs; Charlie Sutlive, USC Vice Chancellor for Communications; Robert “Scotty” Scott, Georgia AAUP President; Dennis Marks, USG Retiree Council Chair.

CALL TO ORDER: 10:00 am (Victoria Butler: Albany State University)

Dr. Wrigley Speech

- Legislative Session
 - Good budget: Raises, Employer Share of Health Insurance funded. Enrollment fully funded.
 - Tuition cap didn't go anywhere.
 - Free speech: not much movement.
 - Campus carry passed. Not in faculty offices, rooms of disciplinary hearings, child care centers. Odds are that governor will sign it. (no one knows for sure though)
 - Campus felonies legislation didn't pass.
 - Sanctuary passed.
 - Conference Committee Report should be online (GA Legislative website): HB 280 is campus carry.
 - USG will hopefully get a memo out to faculty members about what to do next on HB 280.
 - MOWR students. Interesting conundrum. What if a class has MOWR students in it?
- 2.5.2 = Ex-Officio Faculty Chair.
 - Can we amend so that faculty must approve?
 - Open dialogue with Dr. Dunning.
- Tuition cap? Brought up in legislative sessions every year.
 - Would need a constitutional amendment to make law. Hasn't been brought to a vote to the public.
 - Several different versions of formulating caps have been discussed.
- Will be willing meet with us again at a collaborate meeting later this year.

- AAUP statement about faculty senates.
- Faculty can enunciate faculty concerns.
- Only make recommendations. President can still do what he wants.
- Having a president who can veto things during meetings is counterproductive.

-Agenda Approval: Richard Flynn moved to approve the agenda. Sarah Mergel seconded. Agenda approved unanimously.

-Minutes Approval: Juone Brown moved to approve the minutes. Edwynne Wallace seconded. Minutes approved unanimously.

-Victoria Butler Statements:

- Praised Steve Wrigley for being accessible as a chancellor. He's moving the USG system in the right direction.

-Marti Venn Statements:

- Overload Policies
 - Issues at Albany State:
 - Class needs 80 percent of maximum student count to make.
 - Could teach classes for free to make student minimum.
 - Juone Brown points out that the school's last policy should be policy until Faculty Handbook is completed.
 - Marti Venn discussed situation at Middle GA consolidation.
 - A lot of decision making variables.
 - Could be credit hour production.
 - 20 hour minimum for summer classes at Middle GA.
 - Most campuses are running in the red. Decisions have to be made to bring finances back in line, especially as enrollment in GA colleges continue to drop.
 - Issue of increasing class sizes in some departments to cover costs of departments that are running in the red.
 - Making good schedules can help fill classes so that there is no need for overloads.
 - What's the difference between enlarging classes and making teachers take on more classes without increasing pay?
 - Juone Brown pointed out that there is no faculty input in meetings to discuss class cuts, program cuts, overload policies.
 - Marti Venn pointed out that budgets are done on the campus level. Suggested that Shelly Nichol be invited to the fall meeting to explain what happens in budget meetings.
 - Juone Brown pointed out administrative bloat.
 - Marti Venn said that not everyone is looking at the same data in the administrative positions/salaries discussions.
 - Elizabeth Desnoyers-Colas points out that discussion about bloat has occurred for two years, but no progress. On her campus, the chief financial officer must share numbers with faculty senate, but he gets to strongly suggest his agenda.
 - Too much "I hear you," coming from administrators, but no action based upon faculty input.
 - Marti Venn pointed out that faculty should own the curriculum. However, there are too many new programs being created but no low performing programs are being eliminated. Some campuses can pay for new programs well, some not so much. She suggested that all faculty should be allowed to see changes when they come down.
 - Wendy Turner pointed out that faculty morale is low. Too much extra work being put upon the faculty without any extra compensation.

- Marti Venn said that people at the USG have been advocating for faculty.

-Charlie Sutlive's Comments:

- Opened with comments on faculty morale.
 - 2016 a rough year for system office.
 - Need more attention to all of the stakeholders (faculty, students, etc).
 - USG working on faculty raises. GA politicians balked at that idea.
 - USG working on justifying pay increases.
- Campus Spotlight: Start at board meetings to define role of faculty members. At campus spotlight meetings faculty members and students speak to USG board members legislators, about what's going on at USG campuses.
- Stakeholders (legislators) getting feedback from faculty and students.
- Elizabeth Desnoyers-Colas pointed out that the narrative about faculty needs to be changed. USG highlighting its own agendas but not talking about faculty in the trenches.
- Charlie's challenge is to get the message out on campus level. Elizabeth Desnoyers-Colas pointed out that the USG is still controlling the narrative for everyone.
- Charlie wanted faculty to give Steve Wrigley and the USG's new focus on faculty a chance. USG office reaches out to campuses to get their stories now.
- Someone pointed out that the "reaching out" is to administrators, not to faculty. Charlie asked if reaching out directly to faculty would be acceptable.
- Scott Pegan asked, "what is communication like between USG and legislators? How is communication done?" Charlie says that there is a lot of work to do to get through to state legislature. USG is gaining ground.
- Charlie recommended getting state legislators on our campuses and show them what we're doing at the campus level.
- Charlie said that there is a lot of turnover in the legislature, so we need to reach out to them more. USG is working on improving upon communicating with the legislators at the USG board level.
- Charlie addressed the criticism that the whole board is out of touch. Board is working on it with faculty.
- Victoria Butler asked if we can get the story to the newspapers and other news media. Charlie responded it had been a struggle, especially since the AJC lost its higher education reporter. Newspapers don't want to publish positive stories, so getting them to do so is an uphill battle.
- Biennial Event. Everyone in the state attends. An opportunity to get out the positive stories about faculty to people who need to know the stories.
- Charlie will make today's discussion a priority with colleges/university's communication's officers, but USG needs our help.
- Tatyana Pashnyak points out that the faculty at Bainbridge College has been told not to give all the details of her college's consolidation with two other colleges with the community.
 - This meeting is the first that most of the people in the room had ever heard about the ABAC/Bainbridge consolidation challenges!
- Charlie said that social media is a good resource. It's a critical platform for sharing our stories.
- Elizabeth Desnoyers-Colas pointed out that there will always be disgruntled faculty members. Only looking for good stories can be counter-productive.
- USG released its statement on Armstrong and Georgia Southern consolidation before the institutions could. Story got skewed. Therefore, the USG should allow people on the ground level to do their job.
- Charlie acknowledged that there is plenty of negative news being shared. However, getting positive stories out was more of his own priority, especially before next legislative session.

- Jason Tondro asked what kind of stories are moving the dial with state legislators? Charlie responded that the USG does have a lot of friends in the legislature despite the negative rhetoric about the bad apples at times. We need to give our friends plenty of foundation to stand on.
 - Example One: importance of research. Researchers worked with professionals to save a large percentage of a blueberry crop that was in grave danger.
 - Example Two: Talk about Coastal College of Georgia's study on the stingray.
 - Example Three: Economics teacher that made videos about finance terms. A graduate who currently plays for the Oakland (soon to be Las Vegas) Raiders was inspired by her.
- Reiterated that the budget that USG received from the legislature was a positive one.
- Richard Flynn asked if USG had any input on the last second changes to campus carry that got passed last night.
- Charlie apologized for faculty not receiving Dr. Wrigley's statement to the legislature in Wrigley's own words.
 - He begged the legislature to let the people closest to the issue make the decisions.
 - Significant changes were made based upon Nathan Deal's input last year.
 - USG office did have some input to changes.
 - Pending Governor's actions, the USG office will work to prepare campuses.
 - Last year's input post passing of the bill did influence Governor Deal.
- Charlie gave his contact information to the council.

-Wendy Turner's Comments:

- Spoke to the council about the search for the Vice Chancellor, CAO of financial affairs for the USG Office.
- Search was going well.
- Chancellor would interview committees' recommendations soon.

-After lunch, Victoria turned the meeting over to Elizabeth Desnoyers-Colas.

REPORTS AND DISCUSSION ITEMS

-Dennis Marks: USG Retiree Council

- Old model was presidents spoke to the university system office.
- Now, it's important that the office hear from four different councils: faculty, retiree, staff, and SGA (student government association).
- Trying to improve communications with retirees. Communicating with retirees is more difficult than communicating with current USG faculty.
- Real challenges with health insurance.
 - New insurance with fixed amount of money through the insurance exchange.
 - Had to get every retiree to pick a new insurance. Difficult to accomplish.
- Four councils must communicate with each other.
- Elizabeth points out that Dennis would like a member of faculty council member to be a part of the retiree council.
 - A motion to have a liaison to represent faculty on retiree council was made. Juone Brown seconded.
 - Discussion. Robert Scott pointed out that AAUP has a representative on its version of a retiree council.
 - Suggestion that designee will be close to retirement age. Suggestion withdrawn.
 - Next Retiree council meeting.

- Motion to move vote forward. Seconded. (call the question)
- Motion to elect a person to be on retiree. Seconded. Motion carried unanimously.
- Vote to elect representative will be done at time of president and secretary elections.

-Robert Scott: AAUP

- What should go in a faculty manual was discussed at the last AAUP meeting.
- Input during AAUP meeting about there not being a faculty member making faculty affairs decisions at the USG level.
- AAUP discussed legislative issues before the GA legislature.
- Committee A: Academic Freedom: Any faculty member who wants to appeal a decision concerning academic freedom can do so with the AAUP. AAUP can hear the case if it chooses. Can sanction schools that violate academic freedom.
- Committee W: Status of women in the profession.
 - Women faculty not paid as much as men faculty.
- HBCU funding is being cut harshly. What can AAUP do? No one knows.
- Recommends that people in faculty governance get a copy of the “red book.” Also visit aaup.org to see what the AAUP can do to help.

-Comments on Right-Sizing/Consolidation

- Shane Smith outlined the process so far at Albany State/Darton State.
- Victoria Butler cautioned Faculty Council members to know which method of “right-sizing” the school has chosen because each one has a different process. Hold the administrators responsible for following the chosen method by the book.
- Armstrong/Ga Southern process discussed.
- Tatyana Pashnyak discussed process at Bainbridge/ABAC/Southern Regional Tech.
 - Serious problems for faculty affected by move from a USG school to a TCSG school.
- Amanda Urquhart also discussed ABAC faculty possibly being moved to TCSG system.
 - Tenure resides at the institutional level, and can be taken away if faculty members are moved to TCSG.
- Wendy Turner suggested that schools going through consolidation now get a change management officer.
- People at the USG are tone deaf to needs of the faculty, staff, students, and community during consolidations. Paint it with rose-colored glasses. USG positions on consolidations are not based in reality.
- Robert Scott discussed how tenured faculty members could be moved to other schools, but USG has no way of enforcing that “strong suggestion.” Can we get the USG to do something about it?
- Peggy Moch VSU pointed out that many people released by USG schools don’t *want* to work for USG schools and will leave the state for better jobs.
- Brian Ring discussed what happened with faculty and staff cuts at Valdosta State University.
- Shane Smith mentioned the problems with Georgia Perimeter College layoff in 2012.
- Jason Tondro wanted to know if what could happen at Bainbridge could happen at College of Coastal Georgia. Tatyana Pashnyak doesn’t think so.
- Victoria Butler reminded the council that budgets are being balanced on the faculty members’ backs. It shouldn’t be.
- Elizabeth Desnoyers-Colas reminded the council members that we can rant. But, asked what can we as a council do?
- Peggy Moch said that at VSU, when she was faculty senate president, senate wrote a blanket letter of recommendation for all faculty. Share list-serve with fellow faculty members. Faculty help each other.

- As a body, we as a faculty council, should make a statement that consolidations are not working. People are losing jobs because of poor USG decisions.
- Wendy Turner suggested that people at universities that were early consolidations can help people going through current ones.
- Juone Brown suggested putting together a committee to deal with consolidations.
- Peggy Moch told about layoffs at Valdosta State. Caused some problems. Urged being positive
- One council member reminded the council that each consolidation is unique.
- Ed Wallace discussed problems of long distances between campuses in the Middle GA consolidation. Problem solved with teleconferencing.

-Juone Brown made motion to create ad hoc committees Peggy Moch seconded.

- Friendly amendment for consolidation, administrative bloat, and administrative evaluations.
 - Marti Venn wants the input from the committees.
- Motion to create ad hoc committees carried by unanimous vote.

OLD BUSINESS

- Meeting Dates/Times and Locations
 - At USG office, people from the USG can attend.
 - Marti Venn suggested that someone let her know who the council wants to speak so that she can get them to go to meetings.
 - Juone discussed duties of the executive council. If anyone wants to host a meeting, then let the board know.
- Executive board will handle meetings times/dates/locations.
- Misinterpretations of the office of management and budget.
 - Scott Pegan made a motion to write a resolution concerning BOR policy 8.3.12.3 about summer pay at the 33 1/3%. A resolution should be written and the board members send it out to council members before the next meeting.
 - Victoria Butler seconded the motion.
 - Motion to write the resolution accepted unanimously.
- Nicole DeClouette asked about 12-month pay option.
 - Marti Venn said that it will be rolled out with One USG.
- Nicole DeClouette asked about the USG Faculty Council meeting on Fridays or Saturdays.
 - At the Chancellor's leisure.
 - Rachel Bowser: faculty wanted meetings on Fridays.
 - Issue to be revisited later.
- Amanda Urquhart discussed negative faculty evaluations.
 - Can a process put into place in the BOR manual that any rebuttal to negative annual faculty evaluations be changed to appeals at a grievance committee?
 - Sarah Mergel said that faculty could revise process in faculty manual, which would be approved by faculty.
 - Elizabeth Desnoyers-Colas noted that improvement on the ground level might be the best way to handle this issue.

NEW BUSINESS

- Election of New Officers
 - Webmaster: Tim Brown nominated. He accepted the job unopposed.

- Chair-Elect: Juone Brown nominated and seconded. She accepted.
 - Scott Pegan nominated and seconded. He accepted
 - Scott Pegan elected as chair-elect.
- Secretary: Sarah Mergel self-nominated: Named secretary by acclamation.
- Liason to the Retiree Committee
 - No volunteers.
- Parliamentarian (a brand-new position created at this meeting)
 - Juone Brown self-nominated: elected by acclamation.
- Executive Council should recruit members to serve on the ad hoc committee online for approval by the council at the next meeting.
- Is there any rule about having only 100 P cards at the university?
 - Many schools going to zero P cards
 - Issues with being able to make purchases.
- Recommendation to move TRS resolution to new business for next meeting. Resolution to be sent to all faculty senate leaders to review before fall meeting.
- Request for faculty council to send Marti Venn a letter of apology for comments that upset her at today's meeting.

Motion to adjourn. Seconded. Meeting adjourned at approximately 3:00 PM.

Respectfully submitted by Peggy Moch with the assistance of E. Shane Smith.