

**Meeting for USG Faculty Council (USGFC) Recognition  
Executive Vice Chancellor and Chief Academic Officer, Dr. Susan Herbst  
Associate Vice Chancellor for Faculty Affairs, Dr. Linda Noble  
USGFC Advocates: Dr. Elizabeth Combier (NGCSU), Dr. Craig Turner (GCSU)  
Tuesday January 19, 2010 at 11:30 a.m.**

1. Communicate Status of Endorsement of USG Faculty Council Bylaws
  - a. Faculty (All institutions with one exception: Macon State College)  
Macon State: Faculty defer Dec 4 (now anticipate consideration "end of Spring 2010"), Chief Academic Officer Marti Venn endorsed  
No information on University President  
Dr. Marti Venn and Faculty Point (Dr. Michael Staman) anticipate endorsement
  - b. University Presidents (current occupants)  
\* Attempting to confirm endorsement from the following with "new" Presidents  
GaTech, GaState, MedColl, GaSouthern, Valdosta, Armstrong, Clayton, CoastalGA  
GaTech and Clayton have confirmed; awaiting responses from faculty advocates at others
  - c. Chief Academic Officers (no attempt yet to determine the changeover here)
2. Clarify understanding of process for "official recognition" of USGFC by BoR/USG
  - a. What information is needed? Any documentation of "official endorsement"?
  - b. Endorsement of USG Institution Faculty
  - c. Endorsement of current occupants of USG Institution Chief Academic Officers
  - d. Endorsement of current occupants of USG Institution University President
3. Web Presence for USGFC: [http://info.gcsu.edu/intranet/univ\\_senate/usgfc/](http://info.gcsu.edu/intranet/univ_senate/usgfc/)
4. Nov 13, 2009 meeting of the advocates of USGFC  
Website: [http://info.gcsu.edu/intranet/univ\\_senate/usgfc/11-13-09/index.htm](http://info.gcsu.edu/intranet/univ_senate/usgfc/11-13-09/index.htm)  
Summary: [http://info.gcsu.edu/intranet/univ\\_senate/usgfc/11-13-09/USGFC\\_Update\\_11-16-09.htm](http://info.gcsu.edu/intranet/univ_senate/usgfc/11-13-09/USGFC_Update_11-16-09.htm)  
2YrMerge: [http://info.gcsu.edu/intranet/univ\\_senate/usgfc/11-13-09/Position\\_Statement\\_2YrMerge\\_FINAL.doc](http://info.gcsu.edu/intranet/univ_senate/usgfc/11-13-09/Position_Statement_2YrMerge_FINAL.doc)  
THE TWO YEAR MERGER POSITION STATE UNIMOUSLY ENDORSED ON 11-13-09  
DRAFTS of OTHER POSITION STATEMENTS at the conclusion of 11-13-09 meeting  
[http://info.gcsu.edu/intranet/univ\\_senate/usgfc/11-13-09/USGFC\\_Meeting\\_Resolutions.doc](http://info.gcsu.edu/intranet/univ_senate/usgfc/11-13-09/USGFC_Meeting_Resolutions.doc)  
Subsequent update DRAFT on ADP and Shared Services (under consideration)  
[http://info.gcsu.edu/intranet/univ\\_senate/usgfc/11-13-09/ChrisHuff\\_12-11-09.htm](http://info.gcsu.edu/intranet/univ_senate/usgfc/11-13-09/ChrisHuff_12-11-09.htm)
5. BoR/USG Recognition: Coordination with USG Staff Council  
Pierrette Maillet (referred by Vice Chancellor Wayne Guthrie)
6. Location of Spring 2010 USG Faculty Council Advocate Meeting  
Proposed at conclusion of Nov 2009 meeting: USG Conference Room (as was done in March 2009)
7. Other business
8. Adjourn

# UNIVERSITY SYSTEM OF GEORGIA FACULTY COUNCIL

## BYLAWS

Revised on: August 20, 2008

### Article I. Name

The name of the body hereby constituted is the University System of Georgia Faculty Council (USGFC).

### Article II. Mission

The purpose of the University System of Georgia Faculty Council is to promote and foster the welfare of system faculty, in non-collective bargaining issues, through the combined creativity and expertise of faculty representatives from system institutions.

### Article III. Responsibilities and Functions

The USGFC will participate in the process of University System of Georgia governance by advising, recommending, and consulting with the Chancellor or the Chancellor's designee(s) concerning the establishment of rules and regulations deemed necessary or appropriate for the promotion of the general welfare of the University System of Georgia.

The USGFC will formulate and recommend to the Chancellor or the Chancellor's designee(s) University System of Georgia policies and procedures related to but not exclusive to system faculty.

The USGFC will develop and maintain a system-wide communications network to provide for efficient transmission of relevant information to faculty.

### Article IV. Voting

1. Each institution within the USG shall have one vote on any matter brought before the USGFC and that vote shall be cast by the voting representative or designee.

2. A voting member may designate an alternate to a meeting that the member cannot attend.

3. Any decisions or recommendations by the USGFC must receive majority approval from each of the three institutional tiers (research, four-year, and two-year school) groupings.

4. Voting normally takes place during a meeting of the USGFC. However, voting may also take place by electronic communication or other means as determined by the officers in consultation with the membership of the USGFC.

### Article V. Membership

Membership of the USGFC will be comprised of one voting representative from each participating system institution. The representative for a participating institution must be a member of that institution's faculty body and selected by a process determined by the faculty unit of that institution. In addition to attending USGFC meetings in person, the council also permits participation via video or phone conferencing methods.

### **Article VI. Officers and Duties**

*Section 1. Officers.* The officers of the USGFC shall be a Chair and a Chair-Elect, who shall become Chair the following year. The officers shall perform the duties prescribed by these bylaws and by the parliamentary authority adopted by the USGFC.

*Section 2. Eligibility.* Only voting members of the USGFC are eligible to serve as officers.

*Section 3. Nomination and Election.* At any meeting the USGFC will nominate at least one candidate for any vacant office. The officers shall be elected as described above in Article IV.

*Section 4. Terms of Service.* The term of service of an officer of the USGFC shall begin at the conclusion of the meeting at which (s)he is elected and end when his/her successor is named, and shall typically be one academic year.

*Section 5. Duties.* The Chair shall preside at all meetings of the USGFC. The Chair-Elect shall prepare minutes of each meeting. The primary duty of the officers shall be to communicate recommendations and decisions to the USG Chancellor or Chancellor's designee. The chair and chair-elect shall prepare the agenda in consultation with the USGFC members.

### **Article VII. Parliamentary Authority**

The rules contained in the current edition of *Robert's Rules of Order Newly Revised* shall govern the USGFC in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the USGFC may adopt.

### **Article VIII. Amendments**

Any proposal to amend or repeal these Bylaws shall be submitted to the officers in writing at least 30 days prior to the meeting of the USGFC at which they will be discussed. The voting shall be conducted in compliance with Article IV.

Drafted by Juone Brown-Johnson (Fort Valley State University), Rose Metts (Savannah State University), Russell Porter (Clayton State University), Paul Alberto (Georgia State University), Thomas Hancock (Georgia Gwinnett College), Kerri Johnson (Darton College), Robert Lightfoot (Waycross College), John Settimi (Abraham Baldwin Agricultural College), Margaret Smith (Bainbridge College), Craig Turner (Georgia College & State University), William Vencill (University of Georgia), and Leanne West (The Georgia Institute of Technology), Elizabeth Combier (North Georgia College and State University).

# UNIVERSITY SYSTEM OF GEORGIA FACULTY COUNCIL

## PROGRESS OF ENDORSEMENT by Faculty Governance Units

Response of YES indicates endorsement by Faculty Governance Unit, Chief Academic Officer, and University President.

Representative names will be updated as information is received Last updated: Saturday, January 16, 2010

### RESEARCH UNIVERSITIES

Name of Institution	Faculty Council/Senate/Other	Representative	Endorsement
<i>Georgia Institute of Technology</i>	<i>Faculty Senate</i>	<i>Barbara Henry</i>	<i>YES -- Leanne West</i>
<i>Georgia State University</i>	<i>Faculty Senate</i>	<i>Mary Neil Stone</i>	<i>YES -- Paul Alberto</i>
<i>Medical College of Georgia</i>	<i>University Faculty Senate</i>	<i>Pamela Cook</i>	<i>YES -- Bill Andrews</i>
<i>University of Georgia</i>	<i>University Council</i>	<i>Adrian Childs</i>	<i>YES -- William Vencill</i>

### REGIONAL UNIVERSITIES

Name of Institution	Faculty Council/Senate/Other	Representative	Ratification Status
<i>Georgia Southern University</i>	<i>Faculty Senate</i>	<i>Marc Cyr</i>	<i>YES -- Patricia Humphrey</i>
<i>Valdosta State University</i>	<i>Faculty Senate</i>	<i>Jay Rickman</i>	<i>YES -- Jay Rickman</i>

### STATE UNIVERSITIES

Name of Institution	Faculty Council/Senate/Other	Representative	Ratification Status
<i>Albany State University</i>	<i>Faculty Senate</i>	<i>Laverne Luster</i>	<i>YES -- Laverne Luster</i>
<i>Armstrong Atlantic State University</i>	<i>Faculty Senate</i>	<i>Kevin Hampton</i>	<i>YES -- Michael Toma</i>
<i>Augusta State University</i>	<i>Faculty Policies Committee</i>	<i>Walter Evans</i>	<i>YES -- Carol Rychly</i>
<i>Clayton State University</i>	<i>Faculty Council</i>	<i>Stephen Burnett</i>	<i>YES -- David Williams</i>
<i>Columbus State University</i>	<i>Faculty Senate</i>	<i>Susan Hrach</i>	<i>YES -- Sandra Stratford</i>
<i>Fort Valley State University</i>	<i>Faculty Senate</i>	<i>Juone Brown-Johnson</i>	<i>YES -- Juone Brown-Johnson</i>
<i>Georgia College &amp; State University</i>	<i>University Senate</i>	<i>Karynne Kleine</i>	<i>YES -- Deborah Vess</i>
<i>Georgia Southwestern State University</i>	<i>Faculty Senate</i>	<i>Gary Fisk</i>	<i>YES -- Elizabeth Gurnack</i>
<i>Kennesaw State University</i>	<i>Faculty Senate</i>	<i>Christine Zeigler</i>	<i>YES -- Christine Ziegler</i>
<i>North Georgia College &amp; State University</i>	<i>Faculty Senate</i>	<i>Elizabeth Combier</i>	<i>YES -- Elizabeth Combier</i>
<i>Savannah State University</i>	<i>Faculty Senate</i>	<i>Rose Metts</i>	<i>YES -- Rose Metts</i>
<i>Southern Polytechnic State University</i>	<i>Faculty Senate</i>	<i>Mark Stevens</i>	<i>YES -- Lance Crimm</i>
<i>University of West Georgia</i>	<i>Faculty Senate</i>	<i>Chris Huff</i>	<i>YES -- Chris Huff</i>

### STATE COLLEGES

Name of Institution	Faculty Council/Senate/Other	Representative	Ratification Status
<i>Abraham Baldwin Agricultural College</i>	<i>Faculty Senate</i>	<i>John Settini</i>	<i>YES -- John Settini</i>
<i>Dalton State College</i>	<i>Faculty Assembly</i>	<i>Kelson Smith</i>	<i>YES -- Kelson Smith</i>
<i>Gainesville State College</i>	<i>Faculty Senate</i>	<i>David Shutzky</i>	<i>YES -- Kerry Stewart</i>
<i>Georgia Gwinnett College</i>	<i>Faculty Senate</i>	<i>Jessie Copeland</i>	<i>YES -- Bagie George</i>
<i>Gordon College</i>	<i>Faculty Senate</i>	<i>John Barnard</i>	<i>YES -- Linda Hyde</i>
<i>Macon State College</i>	<i>Academic Council</i>	<i>Mike Staman</i>	<i>Pending</i>
<i>Middle Georgia College</i>	<i>Academic Council</i>	<i>Nate Gilbert</i>	<i>YES -- Nate Gilbert</i>

### TWO-YEAR COLLEGES

Name of Institution	Faculty Council/Senate/Other	Representative	Ratification Status
<i>Atlanta Metropolitan College</i>	<i>Executive Committee</i>	<i>Al Harmon</i>	<i>YES -- Barbara Morgan</i>
<i>Bainbridge College</i>	<i>Academic Council</i>	<i>Margaret Smith</i>	<i>YES -- Margaret Smith</i>
<i>Coastal Georgia Community College</i>	<i>Academic Council</i>	<i>Jeff Lemieux</i>	<i>YES -- Mike Hannaford</i>

<i>Darton College</i>	<i>Faculty Council</i>	<i>Kerri Johnson</i>	<i>YES -- Kerri Johnson</i>
<i>East Georgia College</i>	<i>Faculty Association</i>	<i>Robert Marsh</i>	<i>YES -- David Strickland</i>
<i>Georgia Highlands College</i>	<i>Faculty Council</i>	<i>Leslie Johnson</i>	<i>YES -- Billy Morris</i>
<i>Georgia Perimeter College</i>	<i>Faculty Senate</i>	<i>Ellen Barrow</i>	<i>YES -- Todd Hendricks</i>
<i>South Georgia College</i>	<i>Faculty Senate</i>	<i>Bill Webster</i>	<i>YES -- Bill Webster</i>
<i>Waycross College</i>	<i>Faculty Senate</i>	<i>Robert Lightfoot</i>	<i>YES -- Robert Lightfoot</i>

From: "Venn, Martha L." <martha.venn@maconstate.edu>  
To: Craig Turner <craig.turner@gcsu.edu>  
CC: "Staman, Mike" <mike.staman@maconstate.edu>  
Date: Thu, 1 Oct 2009 14:54:18 -0400  
Subject: affirmation letter  
Thread-Topic: affirmation letter  
Thread-Index: AcpCyJSkVXmORs+iTMuUYqlexmNdPg==  
Accept-Language: en-US  
X-MS-Exchange-Organization-AuthAs: Internal  
X-MS-Exchange-Organization-AuthMechanism: 10  
X-MS-Exchange-Organization-AuthSource: ex07-mta.gc.local  
X-MS-Has-Attach: yes  
X-MS-TNEF-Correlator:  
x-imss-version: 2.054  
x-imss-result: Passed  
x-imss-scaninfo: M:B L:E SM:3  
x-imss-tmaseresult: TT:1 TS:-33.4235 TC:1F TRN:58 TV:5.6.1016(16922.000)  
x-imss-scores: Clean:99.90000 C:2 M:3 S:5 R:5  
x-imss-settings: Baseline:1 C:1 M:1 S:1 R:1 (0.0000 0.0000)

Craig,

We know that you will be taking the document forward before our Academic Council meeting. However, the Executive Committee asked that I send you a letter showing support for this initiative prior to the official vote in December. We do not see any impediments to receiving Macon State's support in December.

Thanks  
Marti

Martha L. Venn, Ph.D.  
Vice President for Academic Affairs  
Macon State College  
478-471-2730  
martha.venn@maconstate.edu



executive committee USG Faculty senate with signature.docx

# UNIVERSITY SYSTEM OF GEORGIA FACULTY COUNCIL (USGFC)

## WELCOME TO THE WEB SITE OF THE USG FACULTY COUNCIL

*Last updated: Saturday, January 16, 2010*

## ADVOCATES

[Roster and E-mail list](#)

## BYLAWS

[Draft Bylaws \(August 2008\)](#)

[Draft Bylaws -- Endorsement Progress by USG Institutions](#)

## LISTSERV

- An email listserv [usgfc@list.gcsu.edu](mailto:usgfc@list.gcsu.edu) is hosted at Georgia College to facilitate communication among USGFC advocates
- At present, the individual that maintains this list is [Dr. Craig Turner](#), Professor of Mathematics, Georgia College
- [Additional information about the listserv](#) (typical welcome message)
- [Archive](#) (Once you follow this link, select USGFC from the "Mailing List" pull down menu)

## MEETINGS

- [March 14, 2008](#)
- [March 20, 2009](#)
- [November 13, 2009](#)

## LINKS

- [USG Advisory Committee TRS/ORP 2006-2007](#)
- [USG Faculty Governance Unit Survey Results \(March 2008\)](#)

# University System of Georgia Faculty Council (USGFC) Advocates

Meeting -- November 13, 2009 9:30 am to 3:00 pm -- Meeting

## AT THE MEETING

### DRAFT resolutions presented at the conclusion of the meeting (posted 11-17-09)

- UPDATED DRAFT (12-11-09) -- ADP Shared Services (posted 01-11-10)

### USGFC Update distributed to GCSU Executive Committee and Standing Committee Chairs on Nov 16, 2009

- Tentative Agenda (including directions) (Last Updated 11-12-2009)
- Topics (and supporting documents when available)
  1. USG Faculty Council web site (maintained by Dr. Elizabeth Combier, North Georgia College & State University)
  2. Two Year Merger (point person Dr. Beth Jensen, Georgia Perimeter College)
    - Email Sent (11-08-09) from Beth Jensen
    - DRAFT Position Statement FINAL VERSION UNANIMOUSLY ENDORSED AT DAY'S END
  3. Mini-Core (Information Update)
    - Email Update (11-08-09)
    - Supporting Document - Robert Vaughan Memo
  4. ADP
    - Suggested via email independently by Juone Brown-Johnson, Dr. Chris Huff, and Dr. Patricia Humphrey
    - Power Point Presentation ADP (Juone Brown-Johnson)
    - Chris Huff 11-09-09 Email DRAFT Position Statement
    - Chris Huff 11-12-09 Email Updated DRAFT Position Statement
  5. Email Role of Faculty Senate - Juone Brown-Johnson
    - Power Point Presentation Role of Faculty Senate (Juone Brown-Johnson)
  6. Comprehensive Statement - Dr. Karynne Kleine
  7. AAUP Georgia Conference and Legislative Update - Dr. Hugh Hudson
    - Email Update Report (11-08-09)
      - AAUP (Georgia Conference) Oct 2009 -- Executive Secretary Report
    - Email Update Many Attachments (11-20-09) [some of the attachments are duplicates]
      - Same Attachments as in Email by topic
        - Nonrenewal Notification of Lecturers
          - Memo Dr. Noble to Dr. Hudson
          - Memo Dr. Hudson to Dr. Herbst
          - DRAFT Georgia State University
          - DRAFT College of Arts & Sciences Georgia State University
        - ORP (Optional Retirement Plan) and TRS [Teacher Retirement System]
          - (Note ORP also called RRP [Regents' Retirement Plan] in State of Georgia Legislation)



- *(Note: There has been interest in providing an opportunity for ORP participants to buy years of credit in TRS)*
- Undated Memo Dr. Ritchie to Dr. Hudson
  - Aug 2005 Memo Dr. Ritchie to Senator Hudgens
  - DRAFT Document Summary May 19, 2009
  - DRAFT Discrimination Summary August 2009
  - TRS Creditable Service
  - Sept 2009 RRP to TRS Conversion

## **BEFORE THE MEETING**

- 10-31-09 Email (Registration Call)

**Update (11-16-09) to Executive Committee and Standing Committee Chairs**  
**University System of Georgia Faculty Council (USGFC) Advocates Meeting**  
**November 13, 2009 9:30am-3:30pm at GCSU Macon Center**  
 Prepared by Craig Turner for GCSU Executive Committee and Standing Committee Chairs

**Who:** This group is populated by one faculty member from each USG institution, typically the point person of the institution's faculty governance unit. GCSU representative is Dr. Karynne Kleine.

**url:** For this meeting is [http://info.gcsu.edu/intranet/univ\\_senate/USGFC\\_Nov2009/index.htm](http://info.gcsu.edu/intranet/univ_senate/USGFC_Nov2009/index.htm)

**Topics:** INFORMATIONAL

**USG Faculty Council Bylaws**

33 of 35 institutions have endorsed

Dalton State University anticipated week of Nov 16-20

Macon State University anticipated Dec 4

Confirm endorsement from recently appointed Chief Academic Officers and University Presidents desirable

**Mini-Core (Currently 15 hours (3.3.5.2 BoR Policy) – expansion to 30 hours in USG pipeline)**

Currently (ENGL 1101, 1102; MATH (Modeling, Pre-calculus, College Algebra))

Update provided by Dr. Robert Vaughan, Assistant Vice Chancellor for Campus-based Initiatives, proposing

ENG 2130 American Literature,

ECO 1101 Principles of Economics,

PSY 1101 Introduction to Psychology

SOC 1101 Introduction to Sociology

SPC 1101 Public Speaking

**Georgia Conference of AAUP**

Update from Executive Secretary: USG Core, Nonrenewal Notification of Lecturer, ORP/RRP buy-in to TRS

Align nonrenewal notification with AAUP National Standard (as tenure-track nonrenewal notification in USG)

ORP/RRP participants have opportunity to purchase years in TRS

Potential budget impact, State of Georgia legislative rules two phase consideration (1. fiscal note, 2. review)

In 2008-2009 legislative session, proposals considered in House/Senate committees (both died in first phase)

Meaning that even submission for a Fiscal Note (no cost to GA) did not receive sufficient legislative report

Work at Georgia State University continues: Preparation of compelling evidence to support

Work of lobbyist and GA Conference AAUP Executive Secretary continues

Next Opportunity for fiscal note consideration is 2010-2011 as fiscal notes possible only every other year

**Topics:** POSITION ENDORSED BY USG FACULTY COUNCIL ADVOCATES

**Two Year Merger (*Tough Times Tough Choices* (Task Force Report) to Governor Perdue)**

USGFC advocates endorsed a position of "no merger" OR "if merger, merge DTAE/TCSG into USG".

Had 8 main issues opposing merger headliner fundamentally different missions

The TCSG mission is to contribute to the economic and workforce development of Georgia by providing quality adult literacy education, continuing education, customized business and industry training, and technical and occupational education at the certificate, diploma, and associate degree levels. (*Quoted from BoR Policy 3.3.5.1*)

The USG mission is to contribute to the cultural, economic, and social advancement of Georgia by providing first-rate collegiate general education and academic programs leading to pre-baccalaureate, baccalaureate, master's, professional, and doctoral degrees; by contributing to leading-edge basic and applied research, scholarship, and arts; and by bringing these resources to bear on committed public service. (*Quoted from BoR Policy 3.3.5.1*)

**Topics:** POSITIONS IN PREPARATION FOR FURTHER CONSIDERATION IN FUTURE

**ADP (other than UGA rep (where ADP is not in use), unanimous feedback was not positive)**

Broadened to express concerns about premature implementation centralized software (Banner, Peoplesoft, ADP)

Specifically – Implementing before its ready AND Multiple Concurrent Implementations

**Faculty Governance (Role typically includes policy recommendation and academic matters)**

**Comprehensive Statement (to be developed by a "Kleine Nine" subgroup by March 2010)**

Goal: To produce a cover sheet that summarizes main points supported by a white paperette with details advocating for implementing shared governance at USG level (consultation of faculty/staff at institutions)

efficient resource use is USG goal, suggesting that a resource (expertise of USG faculty) is underutilized

express concerns about the corporatization of academic faculty within the USG and centralization of USG

**Faculty Compensation (Salary, Health Benefits, Retirement, Furloughs)**

Broad view considered

Concerns about annual increase in health benefits and ORP retirement option

Concerns about imposition of furloughs and implementation of furloughs

11/10/09

## Class Roster

10213801 USG Faculty Council Meeting  
November 13, 2009  
9:30 AM to 3:00 PM

Instructor: Craig Turner

Location: Macon Center 533

	Day Phone	Home Phone	Cell Phone
Juone Brown-Johnson	brownj@fvsu.edu (Fort Valley)	1005 State University Drive Fort Valley, GA 31030	(478) 822-1010
Stephen Burnett	sburnett@clayton.edu (Clayton State)	2000 Clayton State Blvd. Morrow, GA 30260	(678) 466-4774
Adrian Childs	apchilds@uga.edu (Univ. of Georgia)	621 Breezy Hollow Athens, GA 30605	(706) 542-2765 (706) 543-0141
Elizabeth Combler	egcombler@gcsu.edu (North Georgia College)	80 College Circle Dahlonega, GA 30597	(706) 867-2811
Pamela Cook	pcook@mcg.edu (Med. College of GA)	987 St Sebastian Way, EC 5436 Augusta, GA 30912	(706) 721-4738
Jessie Copeland	jcopeland@ggc.edu (GA Gwinnet College)	1000 University Center Lane Lawrenceville, GA 30043	(678) 407-5337
Gary Fisk	gdf@canes.gsw.edu (GA Southwestern)	800 Wheatley Street Americus, GA 31709	(229) 931-2296
Nathaniel Gilbert	ngilbert@mgc.edu (Middle GA College)	1100 Second Street, SE Cochran, GA 31014	(478) 934-3529
Al Harmon	aharmon@atlm.edu (Atlanta Metropolitan)	1630 Metropolitan Pkwy Atlanta, GA 30310	(404) 756-4056
Jeff Heck	jheck@aug.edu (Augusta State)	2500 Walton Way Augusta, GA 30904-2200	(706) 737-1745 (706) 736-8784
Susan Hrach	hrach_susan@colstate.edu (Columbus State)	4225 University Ave Columbus, GA 31907	(706) 565-3550
Chris Huff	chuff@westga.edu (West GA College)	1601 Maple Street Carrollton, GA 30118	(678) 839-6366
Pat Humphrey	phumphre@georgiasouthern.edu	PO Box 8093 Statesboro, GA 30460-8093	(912) 478-5706
Beth Jensen	bjensen@almex.net (Georgia Perimeter)	2690 Sugarloaf Club Drive Duluth, GA 30097	(678) 584-0459
K L Kleine	karynne.kleine@gcsu.edu	CBX 071 Milledgeville, GA 31061	(478) 445-2526
Robert Lightfoot	rflight@waycross.edu	2001 South Georgia Parkway Waycross, GA 31503	(912) 449-7573
Laverne Luster	laveme.luster@surams.edu (41 busy St.)	504 College Drive Statesboro, GA 30458	(229) 430-4674 (912) 486-7589
Robert Marsh	rmarsh@ega.edu (East GA College)	104 Herty Dr. Valdosta, GA 31698	(229) 333-5947 (229) 241-0162
Barney Rickman	bjrickma@valdosta.edu	1500 N. Patterson Street Watkinsville, GA 30677	(706) 310-6251
David Slutzky	dslutzky@gsc.edu (Graineville State)	1201 Bishop Farms Pkwy, P.O. Box Dalton, GA 30720	(706) 272-2476
Kelson Smith	ksmith@daltonstate.edu	650 College Drive Milledgeville, GA 31061	(478) 445-0973
Craig Turner	craig.turner@gcsu.edu	Campus Box 017 Math Dept Douglas, GA 31533	(912) 393-4054
William Webster	bill.webster@sgc.edu (South Georgia)	100 College Park Dr. Atlanta, GA 30332-0250	(404) 894-4740
Douglas Williams	dbw@ece.gatech.edu (Georgia Tech)	School of ECE, 777 Atlantic Dr, NW	
Ellen Barrow	ellen.barrow@gpc.edu (GA Perimeter)		

25 Participants (23 institutions represented)

Total Enrolled 24

## USG Faculty Council Position Statement

**Recommendation: Two-Year Colleges Should Remain within the University System of Georgia.**

**Option One:** Leave the two-year colleges under the USG and the technical schools under the TCSG for reasons 1-8 discussed below.

**OR**

**Option Two:** Instead of developing a two-tier system as recommended in the Tough Choices or Tough Times report, a more logical, cost-effective approach would be to transfer the technical schools to the USG, creating one strong system of higher education. The technical schools could function as one arm of the two-year institution without affecting the two-year college's academic position within the USG. If the tech schools became part of the USG, the academic status of the two-year colleges would remain intact, the transferability of credits would continue, and articulation agreements would attract a larger number of students to the USG. Furthermore, technical students and two-year college students could easily navigate between the two programs before graduating or transferring to four-year institutions. Bringing the tech schools under the auspices of the USG would also eliminate duplication of boards and administrative costs.

In both options, the **mission of the two-year college** (preparing students for success in the University System of Georgia and other four-year institutions) and **the mission of the technical school** (preparing students for success in the workforce) remain intact.

1. **Mission:** The two-year and technical colleges have different missions as noted in the Board of Regents Policy Manual, 3.3.5.1.

[http://www.usg.edu/policymanual/section3/policy/3.3\\_curriculum/#p3.3](http://www.usg.edu/policymanual/section3/policy/3.3_curriculum/#p3.3)

The missions of the two institutions are valuable but different: the tech schools prepare students for immediate entry into the workplace; they teach students a specific skill. The two-year colleges offer students a comprehensive education; they prepare students to transfer to a four-year institution.

2. **Point of Access:** Two Year-Colleges are the only point of access for some students.

The number of traditional students attending college in Georgia has increased, due in part to the two-year colleges. In 1992, only 55% of Georgia's high school graduates went directly to college; in 2006, 68%. This increase in enrollment occurred because the University System of Georgia allows students who are unprepared to enter through the two-year colleges and then transfer to one of the 4-year institutions. For these students, many of whom are from the

state's minority populations and lower income groups, two-year colleges are the only portal of entry to the University System of Georgia. Without this access, many Georgia students will be denied a USG education.

3. **Low Transference** between Community College Systems and Four-Year Institutions:

The Tough Choices or Tough Times committee has not produced evidence demonstrating that a merger would increase access to higher education, particularly for Georgia's 60,000 students who depend on the two-year colleges as their portal of entry to the USG.

In Kentucky, a merger identical to the one recommended in the Tough Choices or Tough Times report has resulted in a decline in the number of students transferring to four-year institutions from the comprehensive community college system formed over ten years ago. The University of Kentucky alone has experienced a 32% decline in the number of two-year college transfers.

Transfers between systems in Kentucky have decreased for the following reasons:

- a. University requirements make it difficult to transfer academic credits.
- b. The community college system lacks sufficient financial aid and advisors to help students transfer to the four-year institutions.
- c. **The four-year colleges and universities are reluctant to recruit community college students.** The academic value of the two-year colleges has decreased in this tech school / liberal arts hybrid now operative in Kentucky.

Willard Hom, President of the National Community College Council for Research and Planning, noted that educators in California also have concerns that baccalaureate preparation is weakened by the inclusion of technical schools in the state's community college system, the largest in the country.

4. **Negative Impact on Georgia's Four-Year Institutions:**

Merging the two-year colleges with the tech schools will hurt Georgia's four-year institutions. It will diminish the number of credit hours (the "FTE," full-time equivalent students) upon which the USG's budget is based. Two-year colleges represent approximately 60,000 students, roughly 25% of the USG's population. To remove the two-year colleges from the USG would proportionately decrease the allocation of funds from the state to the USG and place a significant financial burden on the University System. Accordingly, Georgia's reputation as a leader in higher education could be negatively impacted.

5. **Expense**

Mergers in academe have never been shown to decrease costs. The merging of two institutions with two disparate cultures and missions would increase expenses since an entirely “new” system would have to be created.

6. **Negative Impact on Existing Two-Year College Articulation Agreements with Four-Year Institutions**

Several Two-Year USG colleges have articulation agreements with four-year institutions. Georgia Perimeter College, for example, has “comprehensive articulation agreements” called TAG (**Transfer Admission Guarantee**) **Agreements** with over 35 four-year institutions, private and public, in and out of state. Many public and private four-year institutions may cancel their agreements if two-year institutions are removed from the University System of Georgia. Many of the out-of-state institutions with whom we have articulation agreements do not accept credits from technical schools.

7. **“Comprehensive Articulation Agreements” already exist between USG and TCSG Institutions.**

The Tough Choices or Tough Times report mandates “comprehensive articulation agreements” between USG and TCSG institutions. If such agreements do not exist, the Tough Choices or Tough Times report recommends merger. Many two-year USG institutions, in fact, already have articulation agreements with technical schools. For example, GPC currently accepts credits for **286 courses** from technical schools statewide and **75 units of transfer credits** from **DeKalb Tech** alone.

The “mini-core” (courses USG institutions are required to accept as transfer credits from technical schools since 2002 through 2009) consists of fifteen hours (three math and two English). The USG proposes an increase in the mini-core to a total of thirty hours (Principles of Economics, Introduction to Psychology, Introduction to Sociology, Public Speaking, and American Literature 2131, a **sophomore** level course).

8. **Removal of Duplicative Teaching and Administrative Resources:**

The increase in the mini-core discussed in number 7 contradicts the Tough Choices or Tough Times recommendation to eliminate “duplicative teaching and administrative resources between TCSG and USG institutions.”

Duplicative teaching and administrative services cannot be eliminated because the institutions are independent, **each with their own unique mission**. This recommendation

leaves the door open for the wholesale merging of duplicative services across the board between **two disparate institutions**. Once colleges start eliminating classes from one institution and administrators from another, they approach a merger.

## **Draft resolution on furlough inequities:**

Resolved, that faculty members with academic year contracts have been unequally penalized by furlough calculations which are based on 12-month salaries, the USGFC Advocates wish to formally acknowledge this inequity and petition the Board of Regents to include faculty with academic year contracts in all future deliberations regarding employee furloughs in the University System of Georgia.

## **Draft resolution on compensation:**

Resolved, that for the long term health of the USG, and in order to attract and retain talented faculty, consideration should be given to avoiding further decreases in faculty compensation.



**This includes fiscal constraints in the areas of:**

- **Furloughs**
- **Increased cost of health care**
- **Salary compression, and**
- **Increase in the number of lecturers and part time faculty, which puts further burdens (service, advising, recruitment, and scholarship) on regular remaining faculty**

**Hence, the USGFC requests that the BOR carefully consider these decisions that affect quality of instruction, student retention, employee morale, and maintenance of high academic standards.**

**On November 13, the USGFC (representing 24 USG institutions) discussed the many problems encountered across the state with the recent implementation of the ADP payroll system and the earlier travel component in the Peoplesoft Expenses Module. Recognizing that the BOR has the best of intentions in pursuing efficiencies through centralization of business functions, the USGFC would like to express its strong misgivings with this process to date and would request that the BOR delay any further efforts at centralization until it is clear that these efforts will achieve the desired efficiencies and other goals of the BOR, and that there is sufficient time for planning, justification of potential benefits, adequate testing and implementation. To facilitate this process, the USGFC requests a response from the BOR on the following questions:**

-The measures/metrics contracted between the USG and ADP by which the software implementation is measured and a status report on the fulfillment of those metrics, an analysis of which of the contract metrics have been completed and which have not.

-A thorough review of the impact the implementation has had upon

*These were presented at the meeting toward the end of the day but have not been formally endorsed.*

USG employee work hours devoted to interacting with ADP -- staff and faculty.

-A listing of the major implementation problems and recommendations for improving future implementations of this type.

-A review of the sources of implementation problems: the ADP vendor, USG teams (OIIT, HR, ?) or institution teams (IT, HR, ?).

-A cost/benefit analysis that takes into account the workload hours -- the view so far is that workload has been increased and further distributed, involving more hours from every employee in the system for data entry, training, re-training, policy/procedure interpretation, updating data, reviewing data, running parallel systems because the data in ADP has been in error, etc....

-Compare the cost effectiveness of the systems in use at the three USG institutions that opted out of the ADP implementation to the cost effectiveness of ADP at the other USG institutions. Include a thorough analysis of workload impacts upon all faculty and staff using these systems.

From: Chris Huff <chuff@westga.edu>  
To: "usgfc@list.gcsu.edu" <usgfc@list.gcsu.edu>  
Sender: "USGFC@list.gcsu.edu" <USGFC@list.gcsu.edu>  
Date: Fri, 11 Dec 2009 14:10:22 -0500  
Subject: USGFC Statement: Centralization, Shared Services and ADP

I have made some minor changes to the draft statement that came out of our last meeting, a few editorials and spelling-out the names of entities.

Shall we vote via email to endorse the following statement or does it need more tweaking?

**\*\*BEGIN QUOTE\*\***

On November 13, 2009, the University System of Georgia Faculty Council (USGFC) discussed the many problems encountered across the state with the recent Shared Services project implementations of the ADP payroll system and the earlier travel component in the PeopleSoft Expenses Module. Recognizing that the University System of Georgia (USG) and Board of Regents (BOR) have the best of intentions in pursuing efficiencies through centralization of business functions, the USGFC would like to express its strong misgivings with the Shared Services project to date and would request that the BOR delay any further efforts at centralization until it is clear that these efforts will achieve the desired efficiencies and other goals of the BOR, and that there is sufficient time for planning, justification of potential benefits, adequate testing and implementation. To facilitate this process, the USGFC requests a response from the BOR on the following:

1. The measures/metrics contracted between the USG and ADP by which the software implementation is measured and a status report on the fulfillment of those metrics, an analysis of which of the contract metrics have been completed and which have not.
2. A thorough review of the impact the implementation has had upon USG employee work hours devoted to interacting with ADP -- staff and faculty.
3. A listing of the major implementation problems and recommendations for addressing current problems and improving future implementations of this type.
4. A review of the sources of implementation problems: the ADP vendor, USG teams (OIIT, Human Resources, other) or institution teams (IT, Human Resources, other).
5. A cost/benefit analysis that takes into account the workload hours -- the view so far is that workload has been increased and further distributed, involving more hours from every employee in the system for data entry, training, re-training, policy/procedure interpretation, updating data, reviewing data, running parallel systems because the data in ADP has been in error, etc....
6. Compare the cost effectiveness of the systems in use at the three USG institutions that opted out of the ADP implementation to the cost effectiveness of ADP at the other USG institutions. Include a thorough analysis of workload impacts upon all faculty and staff using these systems.

**\*\*END QUOTE\*\***

1. This is a list for communication among members of and regarding the University System of Georgia Faculty Council. Attachments may be sent to the list.
2. To unsubscribe from this mailing list, send an email to "requests@list.gcsu.edu" with subject "Unsubscribe USGFC". Leave the body blank.
3. To subscribe to the mailing list, send an email to "requests@list.gcsu.edu" with subject "Subscribe USGFC". Leave the body blank.

From: Pierrette Maillet <pmaillet@spsu.edu>  
To: "pat.humphrey@gmail.com" <pat.humphrey@gmail.com>, "egcombier@ngcsu.edu" <egcombier@ngcsu.edu>, Craig Turner <craig.turner@gcsu.edu>  
CC: sscott <sscott@iclega.org>  
Date: Wed, 13 Jan 2010 19:21:35 -0500  
Subject: University System of Georgia Faculty Council  
Thread-Topic: University System of Georgia Faculty Council  
Thread-Index: AcqUr4jmYlSdshUaTXObq76p3panQg==  
Accept-Language: en-US  
X-MS-Exchange-Organization-AuthAs: Internal  
X-MS-Exchange-Organization-AuthMechanism: 10  
X-MS-Exchange-Organization-AuthSource: ex07-mta.gc.local  
X-MS-Has-Attach:  
X-MS-TNEF-Correlator:  
x-originating-ip: [168.28.176.201]

Greetings from the USG Staff Council:

I am the current chair of the USGSC and I wanted to touch base with you about your statewide faculty council. I was referred to you by Vice Chancellor Wayne Guthrie, who indicated that you might be seeking formal recognition from the Board of Regents for your group. He indicated that it would be prudent if our two groups teamed up together, in order to seek recognition from the Board for both groups at the same time.

I found your proposed bylaws from March 14, 2008 online and they seem to mirror our current bylaws, which you can find at <http://www2.gsu.edu/~wwwsen/usgsc/index.html>. Not much else on that website is up-to-date, however, my apologies. A new website is underway for our Council.

I'd like to learn more about your initiative with the Board of Regents and see how we might partner with you. I'm not sure who is coordinating your effort, so please feel free to let me know if it's not one of you. I look forward to hearing from you.

-Pierrette

--  
Pierrette Maillet  
President  
University System of Georgia Staff Council

Coordinator of Annual Giving and Special Events  
Southern Polytechnic State University  
1100 South Marietta Parkway  
Marietta, GA 30060  
678-915-7702