



**Regents Advisory  
Committee on Academic Affairs  
February 28, 2018  
Meeting Notes**

Dr. Robert Page, Vice President for Academic Affairs at South Georgia State College and RACAA Chair called the meeting to order. The host campus offered a word of welcome – Dr. Micheal Crafton, Provost – University of West Georgia.

President Kyle Marrero and Mr. John Fuchko updated the group on the progress of the Comprehensive Administrative Review (CAR). Six units of the University System of Georgia are currently completing this review – East Georgia State College, South Georgia State College, University of West Georgia, University of North Georgia and the University System of Georgia. Dr. Marrero and Mr. Fuchko lead the CAR project in conjunction with the HURON Firm. This project supports Chancellor Wrigley’s three initiatives:

- 1) Student attainment
- 2) Affordability
- 3) Efficiency

HURON will be conducting campus visits with those USG units currently in the review. HURON will send a complete package to the campus, talking points, PowerPoints etc. to facilitate the institutional conversation. The report produced by HURON will include your institutional data as well as peers in the System.

The goal of this review is to identify the structure of an organization – this structure normally consists of layers and span. For example – how many supervisors and how many direct reports under each supervisor. In addition, the review will perform an activity analyses. The goal is to determine which high functioning activities to duplicate across the System or functions that are better performing unified and/or handled from a System perspective.

The sector provided the following reports after their meetings:

**Research Universities – Dr. Risa Palm**

- Momentum Year (MY)/Gateways to Completion (G2C) – helpful to have an agenda of meetings, calls, etc.
- Already working on various initiatives that are related or supporting MY
- Having great success getting support to hire faculty or do promotions more than 10% when necessary. However, the same response is not as timely when this effort involves staff.
- Issues of salary compression and inversion
  - Tech
  - Grand challenges

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- Interdisciplinary work – solutions that require the integration of several disciplines – working to arrange students in learning communities, expanding these efforts
- Living/learning communities – newest work on interdisciplinary work
- Created a Next in Education Commission looking forward for the next 15 – 20 years
  - Lifelong learner – beyond just reading a book but getting a higher degree, continuing to intentional grow in a field of study
  - Micro credentialing – creative ways to expand education
  - Whole person development – expanding the college experience
  - Advising’s impact on all of the above
- Recommend reading Robot Proofing Higher Education by President Joseph Aeon – implications of artificial intelligence on higher education.
- Well – funded elite institutions and those who are not – what are the future implications for those funding challenged institutions? Will the elite continue to provide higher education as we currently know it and those with funding challenges be relegated to providing job training?

#### Comprehensive Universities – Dr. Michael Crafton

- Momentum Year and creating faculty buy – in
- Compensation/Salary – bring in the new employee at higher salary, now those who have been at the institution are making less
- Concerns over initiative fatigue – attempting to look at all of the initiatives under one umbrella, instead of independent moving parts
- Momentum Year work is highlighting work silos – i.e. all units that need to make changes do not report up through academic affairs
- Departments are worried that meta majors will impact the number of students who select their area of study
- NEEDS
  - Resources
  - Information on a website
  - Develop a campus/institutional culture of student success

#### State Universities – Dr. Kevin Demmitt

- Like the extended time for sector meetings
- Would like map to know what to expect from G2C
- Concerned that G2C encroaches faculty academic freedom
- Teaching & Learning should receive more attention in the tenure review process
- Data – institutions using data differently; some institutions share data daily others weekly
- Teaching loads
- Reallocation of funds

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## State Colleges – Dr. Jeffrey Knightley

- Working with co - requisites
- Initiative overload
- G2C over taxing faculty and staff – same folks on campus doing most of the work on all projects
- NEEDS
  - Resources for MY, largest potential impact on state colleges
  - SACSCOC – attendance at annual meetings
  - Economic development – System office assist institutions with conversations with TCSG to create partnerships around economic development, i.e. facilitate relationship
  - Predictive analytics
- BARRIERS
  - Buy in

Dr. Tristan Denley, Chief Academic Officer and Executive Vice Chancellor discussed the Momentum Year (MY). All of the projects (co-requisite, G2C, highlighting classes in banner that have free or lost cost textbooks, etc.) are parts of the Momentum Year. Dr. Denley offered to assist in hosting a Summit at each USG institution. He will discuss Nexus degree tomorrow. The Momentum Year may require a new look and changes to the core – we must be willing to look at the core. We must maintain transferability as the MY moves forward.

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Dr. Robert Page, Vice President for Academic Affairs at South Georgia State College and RACAA Chair called the meeting to order. After an informal poll, it was decided that RACAA will move to a two day meeting format in the future. Inquiries will be made at MGSU to see if October 4<sup>th</sup> can be added as a meeting day in the fall. GSCU volunteered to host the meeting Spring 2019.

The minutes approved with corrections.

Dr. Denley discussed “High Impact Practice (HIP)” a NASA grant, “Taking Student Success to Scale”. Six USG institutions currently involved UGA, GSU, GC, GGC, SSU, and UWG. Faculty/staff will help to create a HIP taxonomy, AAMI and Military/Veterans Affairs and Adult Initiatives will be involved. The work is to be accomplished in two ways:

- A) HIP taxonomies
  - B) HIP data structure – working with Georgia Best to create banners and then inform/train registrars to use to flag HIP courses for tracking/data purposes
- Flexibility may be necessary in the Core to accommodate HIPs.

Nexus degrees are credentials. An 18-hour credential that will include 12 hours of upper level course work and 6 hours of experiential training. FinTech and the Film Academy are great examples. FinTech has already created a playbook that will be instrumental in the development of Nexus. Institutions must be careful not to make this sound like an AA or BS degree. Policy discussions are necessary to prepare for potential impact on academic RACs.

Offered to share his analytical tool for those who need predictive analytics  
College 2025 will have a draft report by our summer meeting.

Dr. Joyce Jones, Vice Chancellor for Student Affairs discussed:

- Conduct Deans of Students and Deans of Enrollment freedom of speech issues (students and faculty)
- Freedom of speech and campus protests
- RACs meeting this semester
- Department of Public Health is paying for training to assist with identification of students with mental health issues; creating a train the trainer model
- Terry Thompson has performed internal audits of financial aid prior to the federal audit – if missteps are identified, funds will be returned to Title IV –

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policy the last date of attendance should be recorded by faculty (in person and online)

- SAP – satisfactory academic progress – formulas for withdrawals, some institutions have additional rules that impact financial aid – review D, F W guidelines on your campus
- Enrollment Management survey completed, results will be shared at RACAA
- Coryn Shiflet, Assistant Director of International Education in the Office of International Affairs – 2 grants will be introduced to support study abroad activities
- April 4 – 7 SGA Presidents will meet at Georgia Southern
- March 29 – 30 RACSA meeting

Ms. Karin Elliot – for PowerPoint see Meeting Minutes at

[https://www.usg.edu/academic\\_partnerships\\_accreditation/committees/view/academic\\_affairs](https://www.usg.edu/academic_partnerships_accreditation/committees/view/academic_affairs)

- Questions – can non-exempt receive comp time in lieu of time and a half – she will research and send the answer
- 12 month pay option for faculty fall 2020 – need to share with faculty senate

Dr. Marti Venn, Deputy Vice Chancellor for Faculty Affairs

- April – May board meetings 10 policies each month continuing the cleaning of language
- Will address MY policies in the fall
- Procedures will move to the handbook
- Section 8 has faculty policies, moving back into Academic Affairs = will go through faculty council
- CPR – is a policy RACEA will help in March
- ACM – moved back to Academic Affairs when new position is filled – course list will be updated
- Introduced Dr. Jeff Galle – Associate Vice Chancellor – priority to visit the campuses to inquire about faculty development; will build a strategic plan for faculty development; will support MY – planning a 2-day meeting with faculty development employees
- CTL will become an official RAC

Dr. David Snow – for PowerPoint see Meeting Minutes at

[https://www.usg.edu/academic\\_partnerships\\_accreditation/committees/view/academic\\_affairs](https://www.usg.edu/academic_partnerships_accreditation/committees/view/academic_affairs)

Ms. Rosalind Barnes Fowler – Adult Learning Conference, April 12 – 13 at Columbus State University. Awards dinner on April 12, RAC meeting on April 12, and conference on April 13.

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Meeting adjourned at 2pm.

Meeting attendees:

• USG Institution:	• Institutional Representative
• Abraham Baldwin Agricultural College	• Jerry Baker
• Albany State University	•
• Atlanta Metropolitan State College	• Michael Heard
• Augusta University	• Kathy Browder
• Bainbridge State College	• Rodney Carr
• Clayton State University	• Kevin Dermmitt
• College of Coastal Georgia	• Kay Hampton
• Columbus State University	• Tina Butcher
• Dalton State College	• Patricia Chute
• East Georgia State College	• Deborah Vess
• Fort Valley State University	• T. Ramon Stuart
• Georgia College & State University	• Kelli Brown
• Georgia Gwinnett College	• TJ Arant
• Georgia Highlands College	• Renva Watterson
• Georgia Institute of Technology	• Rafael Bras
• Georgia Institute of Technology	• Bonnie Ferri
• Georgia Southern University	• Diana Cone
• Georgia Southwestern State University	• Lynda Lee Purvis
• Georgia State University	• Risa Palm
• Georgia State University	• Tim Renick
• Georgia State University	• Peter Lyons
• Gordon State College	• Jeffery Knighton
• Kennesaw State University	• Linda Noble
• Middle Georgia State University	• Jon Anderson
• Savannah State University	• Frank Williams
• South Georgia State College	• Robert Page
• University of Georgia	• Pamela Whitten
• University of North Georgia	• Tom Ormond
• University of West Georgia	• Micheal Crafton
• University System of Georgia	• Barbara Brown
• University System of Georgia	• Heather Collins
• University System of Georgia	• Tristan Denley

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• University System of Georgia	• Joyce Jones
• University System of Georgia	• Brooke Bowen
• University System of Georgia	• Jonathan Hull
• University System of Georgia	• Rosalind Barnes Fowler
• University System of Georgia	• Felita Williams
• Valdosta State University	• Robert Smith