

Regents' Administrative Committee on Academic Affairs

Meeting Notes/Conclusions

July 15, 2008

The Ritz Carlton Lodge, Greensboro, Georgia

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I. Approval of March 26, 2008 Minutes

The minutes of the March 26, 2008 spring meeting were approved as distributed.

II. Request for Input Concerning Faculty Exit Interviews

Dr. Linda Noble requested that the chief academic officers present provide her with the questions posed to faculty members during exit interviews and to provide samples of exit questionnaire responses. The information will be used to provide descriptive information regarding why faculty leave the system. Additional work will be completed with Wayne Guthrie (HR) on a standard template to provide further information concerning faculty attrition.

III. Section 800 of the Policy Manual

Dr. Cathie Hudson provided a sample of changes that had been made thus far to Section 800 of the *Policy Manual*. Dr. Hudson referred to the proceedings of the November 2007 and July 2007 meetings of the chief academic officers in which lecturers and senior lecturers were discussed in terms of notice of non-reappointment after six or more years of full time service at an institution. In addition, during both previous meetings, discussions on how to code and differentiate between core of instruction, tenure and non-tenure track faculty members, lecturers and senior lecturers, and academic professionals were points of interest among the sectors represented. Lastly, the creation of off-track categories was also introduced at previous meetings. It was suggested that those persons not in a tenure position be classified as non-tenure track with or without rank. Discussion ensued. Some research universities requested that internal processes such as a recommendation from a Graduate School Dean be removed in order for persons to garner tenure. Two-year institutions expressed concerns regarding the existence of non-tenure track teaching faculty because in several cases they constitute 50% of the faculty. Dr. Hudson explained that a clause referencing the percentage of non-tenure track faculty was inadvertently removed from the *Policy Manual* prior to the August 2007 policy revisions. The following questions were posed by the chief academic officers:

- 1) Why do free-standing faculty in part-time instruction positions exist?
- 2) Why are regulations in place that are different from practice?
- 3) If more non-tenure positions will be retained, what is the maximum percentage allowed?
- 4) If institutions must exceed the limit, what are the ramifications of this action?
- 5) Will persons in these categories be provided a notice of renewal or non-renewal?
- 6) What is the philosophical approval for using non-tenure for new staff?
- 7) Can exceptions apply to all institutions?

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Upon further discussion, it was recommended that a study group be formed to address these issues and others. Afterwards, concrete resolutions would be provided at the next meeting of the chief academic officers. Institutional representatives that volunteered or were selected to serve on a study panel were the following:

- Dr. Barry Goldstein, Medical College of Georgia
- Dr. Lynn Black, Kennesaw State University
- Dr. Sharon Davidson Hoffman, Clayton State University
- Dr. Wesley Payne, Coastal Georgia Community College
- Dr. Timothy Goodman, East Georgia College
- Dr. Thomas Hynes, University of West Georgia
- Dr. Stanley Preczewski, Georgia Gwinnett College
- An additional two-year college representative

IV. Recommendations from the EPAAC Advisory Committee

a. Offer Course Credit K for EDUC 2110

Recommendation: The EPAAC Committee recommends that institutions offer course credit ("K") for the course, EDUC 2110, to students who have successfully completed the Secondary Certificate in Education and Teaching. Rationale: Three courses exist in the Education Career Pathway offered in Georgia Public Schools. They are 13.01100, Examining the Teaching Profession; 13.01200, Contemporary Issues in Education; and 13.52100, Teaching as Profession Internship. These courses parallel our EDUC 2110, Investigating Critical & Contemporary Issues in Education. Faculty from several of the USG teacher preparation programs helped to design the courses in this certificate program so that learning outcomes align with EDUC 2110. In addition to completing the courses, students must complete a portfolio and pass a statewide assessment test to obtain the Secondary Certificate in Education and Teaching.

Outcome: A motion to vote by roll call (yeas and nays) was carried with full approval.

b. Exemptions from the USG Policy on Immunizations

Recommendation: The EPAAC Committee recommends that native born graduate students should be exempted from current Board of Regents policy that requires immunization for mumps, measles, and rubella.

Rationale: The BOR immunization requirement was mandated for all students at USG institutions several years ago because of an outbreak in undergraduate populations. It is an obstacle for graduate students in teacher education to attend public universities and serves as a motivator for them to attend out-of-state institutions that operate in Georgia.

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A motion for amendments was made and accepted by the floor. The amendment requests that language in the recommendation be changed from using the words "native born" to "U.S. citizen." A second amendment was requested for veterans.

Outcome: A motion to vote by roll call (yeas and nays) was carried with four nays from the assembled body.

V. Old Business

Dr. Mary Ellen Wilson stated that there was no old business to consider at this time.

VI. New Business

a. Report of the Nominating Committee, Chair and Chair-Elect Announcement

Dr. Mary Ellen Wilson announced that she had enjoyed her tenure as the 2007 – 2008 RACAA Chair. A report of the nominating committee indicates that Dr. Gary Schuster of Georgia Tech will assume the duties of chair and that Dr. Lendley Black of Kennesaw State University will become chair-elect.

b. Executive Committee 2008 – 2009

Details concerning the composition of the executive committee for academic year 2008 – 2009 will be forthcoming upon further discussion between the incoming and outgoing RACAA chairs. Dr. Wilson explained that the executive committee would be named later at the fall meeting.

c. Fall 2008 Meeting Announcement

Dr. Wilson explained that no dates had been established yet. The 2008 – 2009 calendar of meetings will be established through discussions between the incoming and outgoing chairs.

VII. Other: Pre- Business Meeting Topics

a. Strategic Planning

Ms. Shelley Nickel provided an overview and brief update of progress to date on the strategic plan. The strategic planning topic consisted of a summary of current activities, associated systemwide projects, and a delineation of financial resources proposed to support the plan. Information associated with sections of the strategic plan was provided according to each goal as listed on the following page:

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| Goals | | Actions | Leads | Budgets |
|--------------|--|--|--|--|
| 1 | Renewing Excellence in undergraduate education to meet student's 21 st century educational needs | Improve graduation and retention rates; Ensure high-quality, consistent academic advisement; prepare students to function in a global society; Value and reward excellence in teaching. | Enhanced Advising Processes (Pres. Dan Papp and Ronald Zaccari) Improve Retention and Graduation Rates (Pres. Grube) Student Health and Behavioral Issues (Pres. Tom Harden) | FY 2008 = \$2,950,000 FY 2009 = \$21,183,876 |
| 2 | Creating enrollment capacity to meet the needs of 100,000 additional students by 2020 | Increase diversity of enrollment; Maximize capacity at access institutions; Increase access to all Georgians, regardless of geographic location. | Improve Enrollment Management and Planning (Pres. Randy Pierce, assisted by Rob Watts) | FY 2008 = \$26,200,000 FY 2009 = \$24,181,416 |
| 3 | Increasing the USG's participation in research and economic development to the benefit of a global Georgia. Enhance and encourage the creation of new knowledge and basic research across all disciplines. | Enhance and encourage the creation of new knowledge and basic research across all disciplines; Produce more graduates of health profession programs; Provide academic programming in anticipation of economic development needs. | Enhancing Health Professions (Pres. Dan Rahn) | FY 2008 = \$9,400,00 FY 2009 = \$19,547,507 |
| 4 | Strengthening the USG's partnerships with the state's other education agencies | Endorse and help implement the goals adopted by the Alliance of Education Agency Heads; Create a closer working relationships with DTAE. | Science, Technology, Engineering, and Mathematics (STEM) Initiative (Pres. Tom Jones and Carl Patton) | FY 2008 = \$2,200,000 FY 2009 = \$4,269,001 |
| 5 | Maintaining affordability so that money is not a barrier to participation in the benefits of higher education | Make financial aid process faster, friendlier, and easier; Increase awareness of financial aid programs; Explore need-based aid funding; and Increase low-income student participation. | Philanthropy (Pres. David Potter) | FY 2008 = \$0 FY 2009 = \$792,237 |
| 6 | Increasing efficiency, working as a system | Take better advantage of our scale as a system; Develop HR leadership at the system level; Implement systematic process improvement efforts; and Develop a clearly defined accountability system. | Training and Development Initiative (Pres. Wayne Clough assisted by Wayne Guthrie) Managing Energy on Campus (Pres. Michael Adams) Emergency Operations (Pres. Everette Freeman) | FY 2008 = \$5,400,000 FY 2009 = \$11,523,026 |

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b. Legal Briefs

Mr. Burns Newsome of the Office of Legal Affairs provided specific comments concerning the use of financial aid lenders. Based on Title IV and effective as of July 1, 2008 institutions must have at least three separate lenders for students to choose from in terms of student educational financing options. Although an institution may have a preferred lender, the choice of which lender to use resides with the student. Institutions must make publicly available why preferred lenders were chosen with full disclosure of any other business relationships.

On another topic, Mr. Newsome indicated that small publishing firms have strengthened their copyright options and thus changes have occurred with regard to educational fair use of copyrighted materials such that the size, nature of use, and nature of the entity have come into question. When institutions add electronic works, copyright regulations become even more complex. For specific advisement on the issue of copyright and institutional copyright policies, Mr. Newsome invited participants to contact one of the attorneys on staff in his office.

Lastly, Mr. Newsome indicated that an increase had occurred in the number of sexual harassment complaints on campuses including same gender concerns. As of fall 2008, educational records of students will also include disciplinary actions.

c. Ask the System Office and OIIT Update

In the open session, institutions inquired about the VISTA migration. They were informed that all systems hosted were standardized and divided into two groups for migration. The rationale for the migration involves the merger of Blackboard and WebCT and the limitations associated with each individual product. The merger will enable access and use of additional functions. The first migration is scheduled to go live in January 2009.

Dr. Kris Biesinger discussed the usability testing of the GaonmyLine website. At least 129 programs and 244 courses are listed on the site. The first round of franchise programs focused on teacher preparation. The second round of franchise applications extended programs to different areas. It is anticipated that the third round of franchise applications will involve nursing and allied health programs.

A new chief information security officer, Mr. Stan Gatewood, was hired to address technical and policy related matters. Mr. Gatewood was formerly at the University of Georgia and Bell South. Lastly, information has been solicited from information officers concerning the availability and cost of interactive video (e.g., Wimba, Illuminate).

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d. Listening Post

A question and answer session was held with Executive Vice Chancellor Susan Herbst with members of both academic and student affairs. Topics concerned the budget, intellectual diversity, training and leadership, the core curriculum, strategic initiatives, and voluntary systems of accountability. It was explained that budget cuts would range from 3.5% to 5% as of information obtained by the summer meeting. Such actions were taking place due to a decrease in state reserves. Dr. Herbst explained that the budget cuts may be deeper than expected.

In an effort to improve grievance procedures, intellectual diversity and free speech have been points of discussion at various campuses. A survey was conducted of students at USG institutions and a report has been compiled for presentation at the August Board of Regents meeting. The American Democracy Project and AASCU are sponsoring debate watch projects in an effort to display how parties can debate without infringing on one another's rights and/or hurting one another.

In response to questions concerning Chancellor Davis' recent article concerning training and leadership in *The Chronicle of Higher Education*, Dr. Herbst explained that a theoretical statement was provided. Further discussions of leadership would be placed in the context of faculty development. Herbst explained that "succession planning provides for some stability over time; however, sometimes someone from the outside is needed to shake things up."

Voluntary systems of accountability were discussed with regard to student learning. Representatives from Georgia State University and the University of Georgia briefly discussed their participation in the NSSE Collegiate Learning Assessment program. The NSSE results will be posted by year 2009.

Lastly, the core curriculum was mentioned with regard to next action steps. Dr. Herbst explained that the system was in a time out period in order to slow down and rethink what is to be accomplished through an examination and potential revision of the core curriculum. Focus group discussions will ask whether or not anything is currently broken about the current core before discussing a revised curriculum.

VIII. Adjourn

The meeting began at 9:00 a.m. and was adjourned at 12:00 noon.

Respectfully Submitted,
Marci M. Middleton, Ph.D.
Director, Academic Programs