

**USG FC Meeting**  
**Columbus State University (May 5-6, 2025)**

**Attendees**

**USG**

Chancellor	Sonny Perdue
Executive Vice Chancellor, CAO	Costas Spirou
Vice Chancellor, HR	Karin Elliott

**Research Sector**

Georgia Institute of Technology	Annie Antón
Georgia State University	Patrick Freer
Augusta University	Tiana Curry-McCoy
University of Georgia	J Derrick Lemons

**Comprehensive Sector**

Georgia Southern University	Bill Dawers
Kennesaw State University	William “Bill” Griffiths
University of West Georgia	Dylan McLean
Valdosta State University	Brian Ring

**State Universities Sector**

Albany State University	Rich Foreman
Clayton State University	Stacey Rimington
Columbus State University	Libby McFalls
Fort Valley State University	Meigan Fields
Georgia College & State University	Robert Sumowski
Georgia Southwestern State University	Jamie MacLennan
Middle Georgia State University	John Pattillo
Savannah State University	Philip Omunga
University of North Georgia	Chuck Robertson

**State College Sector**

Abraham Baldwin Agricultural College	Ryan Currie
Atlanta Metropolitan State College	Gyuheui Choi
College of Coastal Georgia	Nicole Masano
Dalton State College	<i>Jennifer Randall</i>
East Georgia State College	Natasha Goss
Georgia Gwinnett College	<i>Tirza Leader</i>
Georgia Highlands College	Laura Ralston
Gordon State College	Theresa Stanley

South Georgia State College	Lisa Howell
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**Officers**

Georgia Southern University	Ed Mondor	Chair
	Vacant	Chair Elect
Kennesaw State University	Doug Moodie	Secretary
Abraham Baldwin Agricultural College	Ryan Currie	Parliamentarian
Georgia Gwinnett College	David Kerven	IT Coordinator

**Others**

Retiree Council	Dorothy Zinsmeister	
AAUP	Matt Boedy	

*Names in Italics did not attend*

**Opening**

- A moment of silence was observed for Janet Westpheling.
- Dr. Rayfield, CSU President, and Dr. Campbell, CSU Provost, welcomed attendees. They noted ongoing construction on campus and that CSU’s student body is roughly half local and half from Atlanta. Dr. Rayfield invited everyone to dinner at the Riverside campus that evening.

**Minutes Process**

- The group agreed to send draft minutes to our USG contact, for clarification, prior to posting.
- Discussion was held regarding the level of detail appropriate for minutes, particularly given that minutes fall under the Open Records Act. Options considered: broad outlines versus detailed reports.
- It was noted that Senate representatives do not always provide accurate summaries of meetings.

**Issues for Discussion**

The following issues were identified for ongoing discussion:

- Consolidation and culture shifts
- Faculty reduction
- Artificial Intelligence (AI), dishonesty, and academic integrity
- Legislative micromanagement
- Salary increases

- Enrollment and retention
  - Dissemination of information
  - Federal research funding
  - Transparency in system operations
  - Low-producing programs
  - Managing institutional changes
  - Staff returning to campus five days per week
  - Benefits, evaluation, and tenure
  - Mission creep (teaching vs. research focus)
  - Instructional modality
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#### AAUP Report

- The legislature supports competition among institutions; performance-based metrics remain under development.
  - SACS does not have to remain the accrediting body.
  - 27 students in Georgia recently had visas revoked.
  - In other states, faculty representatives serve on Boards of Regents.
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#### Retiree Report

- Retirees are working to educate legislators using data.
  - Retirees, while no longer employees, seek library access.
  - Emeritus status is inconsistently applied across institutions.
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#### Comprehensive Report

- Valdosta State University is reducing faculty through retirement incentives, leading to large disparities in faculty-to-student ratios across departments.
  - Discussion occurred on whether centralized advising is effective.
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#### Report from Dr. Costas Spirou

Questions to USG (edited for clarity and presented in no particular order):

1. Timeline, details, and funding implications of new performance-based budget metrics.
2. Support for international faculty, staff, and students whose visas have been revoked.

3. Future of DEI programs, such as the African American Male Initiative (AAMI), given state and federal pressures.
4. Implications of the U.S. Department of Education's February guidance for student organizations centered on race/ethnicity.
5. Advocacy efforts regarding the reinstatement of federal grants.
6. Potential changes to tenure and promotion policies in response to federal grant reductions.
7. Impacts of reduced federal research funding on R1 and aspiring R1 institutions.
8. Anticipated effects if the U.S. Department of Education were dismantled.
9. Addressing tax burdens on faculty reimbursements caused by delayed travel funding approvals.
10. Chancellor's role in return-to-campus policies for staff and telework limitations.
11. System-wide vs. institutional handling of research funding reductions.
12. Opportunities for collaboration on AI policy development and best practices.
13. Public access to the USG funding formula.
14. Availability of detailed faculty retention data and system-wide salary/benefits studies.
15. Consideration of a "Clinical" faculty category for promotion and tenure.

#### **Responses:**

1. Metrics under development; possible implementation by FY27. Grants remain separate from state funding.
2. Yes, some visa issues reported; no master list. Institutions are working with students to provide assistance, including psychological support. The situation is quite unclear at this time.
3. Situation is rapidly evolving and remains unclear.
4. Significant legal action underway at the national level. The federal focus remains on serving all students, not specific groups like AAMI.
5. Federal grant losses ongoing. Some staff on furlough; termination follows if no role is identified within 30 days.
6. Tenure and promotion remain at the institutional level; USG will not implement a common system.
7. No update.
8. Unknown.
9. Travel reimbursements handled at the institutional level.
10. Anonymous ethics complaints received about employees holding multiple jobs. Chancellor stressed community-building, with limits on telework. Telework not to be used for recruitment. Faculty not included in the return-to-campus directive.
11. Determined at the institutional level.
12. AI policies expected at the institutional level. USG worked with provosts to adopt AI policies by Fall to address issues such as plagiarism.
13. Institutions have all that information, which is available upon request.
14. Dashboard has not been updated in two years due to funding limitations. USG acknowledges need for improved data.

15. Under investigation this year.

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### Chancellor's Report

- Enrollment has rebounded, but retention, progress, and graduation remain concerns.
  - Performance metrics will be considered by the legislature next year.
  - USG received \$211 million in new funding.
  - Work continues on transfer credit processes.
  - Career counseling initiatives (“career navigator” process) are being developed.
  - Nursing program output has increased, addressing state healthcare needs.
  - Consolidations: Georgia Southern University and East Georgia State College will consolidate.
  - Indirect cost recovery for research remains contested (current rates too high; federal proposal of 15% too low). Negotiations are ongoing with federal agencies.
  - Maintenance formula is still based on 1983 costs; an update, likely doubling, is needed.
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### Future Meetings

- Fall 2025 – Georgia Tech
  - Spring 2026 – University of North Georgia
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### Election Results (To become effective October 1, 2025)

- Chair-Elect: Tiana Curry-McCoy
  - Secretary: Natasha Goss
  - Parliamentarian: Chuck Robertson
  - IT Coordinator: David Kerven
  - External Relations Officer-Elect: Annie Anton
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### By-law Changes

- If an officer steps down and an elect exists, the elect assumes the role, and USGFC elects a new elect.
  - If no elect exists, USGFC elects a new officer.
  - Impeachment of an officer requires a two-thirds majority vote.
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Meeting Adjourned

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