**Report on USG Faculty Council at CCG in Brunswick on 17th and 18th October 2019**

1. General Education Changes timetable.
   1. BoR approved principles in September; 500 comments were received on the principle.
   2. Implementation group of about 40 people will start in a week or two. It consists of teaching faculty, subject experts, presidents, provosts, registrars, advisors, student, IT, and alumnae. They should finish by December.
   3. In January or February, the implementation plan will be presented to BoR for approval.
   4. If approved, institutions will start detailed plans for implementation in Fall 2021.
   5. Dr. Tristan Denley emphasized that this timetable depends on how extensive changes will be and so is very tentative. He agreed that Fall 2020 was not practical.
2. Low Productivity
   1. USG, Dr. Marti Venn stated that USG far prefer a practical plan to rescue a program rather that a deactivated or termination plan. It is Presidents that finally decide to kill a program not USG.
   2. USG can move programs like they just moved one from Tech to KSU.
3. CAIR
   1. 14 institutions have saved $48m so far in administration cuts. 16 still to report.
4. Demographics
   1. There is about a six years dip in students coming. This will be serious in southern Georgia, where some institutions are shrinking rapidly. Some may have to be closed. Northern Georgia does not have this problem.
   2. USG has too many institutions in southern Georgia. Many should be closed but political problems doing this. Georgia State is attracting many more students to its Perimeter campuses, and that is hurting Middle Georgia institutions.
5. Budget
   1. The 4% cut this year and 6% next year only apply to non-teaching expenses and thus mainly affect UGAS (UGS lost $10m this year and will lose $16m next year, GTech, Augusta, and USG head office. However, tax receipts were about 4% lower than forecast in first quarter 2019. Budgets will depend on tax receipts.
   2. USG has requested $250m for capital projects.
   3. No big increase in tuition planned.
   4. A 1% raise costs $145m, so raises are unlikely.
6. Health Insurance
   1. Large jump in claims last year, drug costs up 29%
   2. USG spends $590m on 109k people.
   3. USG lost money last year; healthcare is self – funded, so deficits come out of tuition money (unless legislature gives extra money).
   4. Northern Georgia has nowhere to go at present because of the Anthem dispute with NE Georgia system, which has a monopoly.
   5. USG felt it unfair to subside employers of USG spouses; that is why there is $100 a month spousal cost id spouse can get subsided healthcare from their own employer.
7. Other items
   1. Maternity leave being looked into.
   2. Summer pay and contracts being looked at, including 33 1/3% limit.
   3. Questions raised about closed Presidential and Provost searches. Told that it is becoming a standard across USA.
   4. USGFC next meeting at KSU end April (after legislative session is over).