



UNIVERSITY OF  
**GEORGIA**

Thank you, President Morehead.

Good afternoon, fellow members of the University Council.

Good afternoon, members of the University Council. I would like to briefly summarize the key points from the USG Faculty Council meeting held on November 1, 2024 at Atlanta Metropolitan State College and preview topics for our upcoming May 2025 meeting.

On a personal note, I have gained a deeper appreciation for the challenges involved in meeting the diverse needs of the institutions that comprise the University System of Georgia.

The meeting opened with Chancellor Sonny Perdue, who addressed student mental health concerns and emphasized the need for improved support systems across USG institutions. He noted increased enrollment, including growth in out-of-state students, partially due to the Georgia MATCH program. The Chancellor also emphasized the importance of free speech in classrooms and improving Retention, Progression, and Graduation (RPG) rates. To support faculty retention, USG allows competitive retention offers and performance-based rewards.

Dr. Costas Spirou discussed efforts to improve the post-tenure review (PTR) process, citing inconsistent data collection. Workshops are planned to support standardization. 3% of PTR cases across USG resulted in Performance Remediation Plans. Other topics included the success of dual enrollment, calendar alignment between USG institutions, and articulation agreements.

Karin Elliott provided HR updates on insurance, salary comparisons, and degree-based raises. A robust Q&A followed, covering AI, clinical faculty promotion, and program closures.

In May, we will discuss the new USG AI policy, federal funding losses, student visas being denied, guidance navigating the new DEI landscape, and have an extended Q&A with Chancellor Perdue scheduled.

Finally, I invite all faculty to reach out to me as your representative to this important committee.

Respectfully submitted,

J. Derrick Lemons

Professor and Department Head of Religion

UGA Faculty Representative to the USG Faculty Council