Multiple Pathways
to Degree Completion

Consolidation Report to the
Board of Regents of the University System of Georgia

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Pre-consolidation

**Gainesville State College**
- Associate degrees and select bachelor’s degrees
- Access mission
- Non-residential
- Two campuses – one in Gainesville, one in Oconee County

**North Georgia College & State University**
- Bachelor’s and graduate degrees, including a doctorate in physical therapy
- Selective admission requirements
- One of the state’s oldest public universities
- Historic military mission
- Residential
- NCAA athletics

Each among the highest-performing institutions in their USG sectors
University of North Georgia

- Serving the most rapidly growing area of the state
- 4 campuses
- Nearly 16,000 students
- 6th-largest university in USG
Priorities

- Preserve status as a Senior Military College and support for the Corps of Cadets
- Enhance academic excellence
- Expand access mission
- Increase college completion
- Strengthen transfer
- Improve efficiencies
Collaborative decision-making structure

President

Consolidation Implementation Committee

Executive Planning Team

Academic Affairs
Advancement
Business & Finance
Executive Affairs
Information Technology
SACS/Institutional Effectiveness
Student Affairs

65+ Workgroups
Challenge #1

Combine two institutions from different sectors:

• Different degree programs (certificates to doctorate)
• Different admission standards
• Different tuition and fees
Response:

A new fiscal model

• Admission & tuition based on degree program

• Student fees based on campus location
Challenge #2

Resolve operational differences:

• Governance structures
• Promotion & tenure guidelines
• Accounting & budgeting practices
• Salary inequities
• Information & data systems (Banner, PeopleSoft, etc.)
Response:

Create common policies & practices

• Adopted common academic policies & degree guidelines, including a single P&T structure
• Combined budgets through extensive work
• Committed to a three-year salary equity adjustment plan
• Data system integration is progressing
Challenge #3

- Create a new, unified community and identity
- Honor the culture and strengths of each campus
Response:

Define UNG

- New mission
- New name
- New mascot
- New strategic plan creating a unified vision for UNG
Realities of consolidation

• Stressful to faculty, staff, students, alumni, & communities
• Significant increases in workloads
• Fear surrounding loss of identity
• Critical need for transparent & frequent communication
Where we are today

- Redirected $1 million in administrative savings to academic & student success programs
- Continued enrollment growth
- Strengthened Corps of Cadets
- Increased bachelor’s programs in Gainesville from 8 to 20
Positive outcomes

- Multiple pathways to completion
- Shared resources
- Efficiencies
- Strong brand identity
- Focused regional impact
Regional impact

Existing efforts:
• North Georgia Network (broadband system)
• Center for the Future of North Georgia
• BB&T Center for Ethical Business Leadership

New initiatives:
• Regional Education & Economic Development
• Regional Center for Business & Innovation
UNG is greater than the sum of its parts

1 University
4 Campuses
100+ Programs of Study
~16,000 Talented Students
1 of 6 Senior Military Colleges in the U.S.

Exceptional Opportunities