

SECTION 5. FACULTY

As appropriate to the change, provide a complete roster (using the Faculty Roster Form at www.sacscoc.org under "Substantive Changes") of those faculty employed to teach in the program(s), including a description of those faculty members' academic qualifications and other experiences relevant to the courses to be taught in the program in question; the course load and teaching policies. Provide a narrative with supporting evidence that the number of full-time faculty members is adequate to support the program and describe the impact of the new initiative on faculty and faculty workload.

Faculty Roster

With the consolidation of North Georgia College & State University (NGCSU) and Gainesville State College (GSC), the University of North Georgia (UNG) will have a combined full-time instructional faculty of 461 and part-time instructional faculty of 316 eligible to teach across its four campus locations in Dahlonega, Gainesville, Oconee, and Cumming. Faculty members are listed in the faculty roster (Appendices [5.1](#) and [5.2](#)) organized by department with their anticipated teaching assignment for spring 2013, the projected first semester of consolidation. Associated credentials and documentation of other qualifications also are provided. The faculty roster was compiled based upon the spring 2012 class schedules for NGCSU and GSC. This strategy was implemented in order to meet required SACSCOC deadlines for submission of this prospectus for the consolidated institution. This strategy was deemed appropriate because no major changes in existing faculty appointments and class schedules for spring 2013 are anticipated as a result of consolidation. The first semester in which the consolidated curriculum of UNG will be offered will be fall 2013. Consequently, the faculty rosters prepared for the Substantive Change Committee visit will address the consolidated curriculum aspect of the substantive change once the institutional consolidation is approved and curricular transitions go into effect.

Adequate Full-Time Faculty to Support University of North Georgia's Educational Mission

The consolidation is not expected to reduce the faculty ranks. The faculty currently employed at NGCSU and GSC are expected to continue to be employed once the consolidation takes place. With 461 full-time instructional faculty and 316 part-time faculty serving a consolidated student body of approximately 15,000 (of which 10,500 are fulltime), UNG will be able to support its educational mission. The student/faculty ratio, based on full-time-equivalent (FTE) faculty and FTE students, will be 21:1 for UNG. A high proportion of UNG's semester credit hours generated (80%) will be taught by full-time faculty. In accordance with its new mission to provide "a culture of academic excellence in a student-focused environment that includes quality education, service, inquiry and creativity," disaggregated data for full-time faculty by discipline and campus location demonstrate the adequacy of UNG's full-time faculty to meet its mission (see [Appendix 5.3](#)). Those data confirm that a high percentage of full-time faculty support is present across different disciplines as well as across campus locations with few exceptions.

The University of North Georgia will have adequate full-time faculty to support the delivery of existing academic programs and services currently approved and operated as part of NGCSU and GSC. No new academic programs or expansion of any existing degree programs to other campus locations are planned for spring 2013. The academic administration and departmental faculty for UNG are currently reviewing the portfolio of degree programs authorized and are making recommendations regarding deactivations, expansions, and additions for the first three years of operation following consolidation.

At this time UNG is planning to deactivate career associates degree programs that were authorized in cooperation with Lanier Technical College. These programs have little or no enrollment, and the deactivations will have no impact on faculty because they will continue to teach general education courses as they have been. In addition, the MAT in special education and MED in special education will be deactivated and the faculty assigned to teach in other graduate or undergraduate education programs. Due to reductions in state-appropriated funding for fiscal year 2013, a review of all academic program offerings is being conducted in fall 2012 to identify whether any additional programs should be deactivated. This review process is in addition to the Board of Regents (BOR) Comprehensive Program Review process that involves a thorough review of all degree programs on a 7-year rotation as well as the external accreditation many professional programs undergo to ensure the delivery of quality programs with appropriate faculty.

Both institutions comply with BOR policies for appointment of faculty, which states that in addition to adhering to SACSCOC requirements, minimum qualifications for faculty employment for all ranks should include demonstrated teaching ability and scholarly activity. Within the University System of Georgia, GSC is classified as a state college and NGCSU as a state university; UNG will be classified as a state university. Per BOR policy, all faculty seeking tenure at a state university are required to hold a terminal degree. Upon consolidation, this change will require the reclassification of three GSC faculty members to non-tenure-track faculty lines. Faculty credentials for most UNG faculty, however, will be comparable. The percentage of fulltime faculty with terminal degrees is 67% at NGCSU and 61% at GSC. Undergraduate courses account for more than 95% of the credit hours generated by the two institutions, and the faculty of both institutions have the credentials to teach in these programs. In planning for the consolidation, a specially appointed work group has been charged with reviewing faculty credentials and developing ongoing processes to ensure continued compliance with SACS and BOR requirements for faculty competence. That team includes representation from faculty and administrators from both GSC and NGCSU.

Impact on Faculty and Faculty Workload

Because NGCSU is a SACSCOC Level V institution and GSC is a SACSCOC Level II institution, it is anticipated that the impact of consolidation on faculty and faculty workloads will be moderate, but attainable. Faculty workload and teaching assignments for spring 2013 will follow the existing workload policies for the faculties of NGCSU and of GSC. In alignment with NGCSU's Level V classification, full-time, tenure-track faculty have been expected to teach 12 hours per semester plus the equivalent of 3 hours of other responsibilities, to include scholarship and service. Full-time, tenure-track graduate faculty have been expected to teach 9 hours per semester plus the equivalent of 6 hours of other responsibilities. Non-tenure track faculty have been assigned 15 hours of teaching per semester or 12 hours of teaching plus the equivalent of 3 hours of other responsibilities. In alignment with GSC's Level II classification, full-time, tenure-track faculty have been expected to teach 12 to 15 hours per semester, plus the equivalent of 3 hours of other responsibilities, to include scholarship and service. With the consolidation of the institutions, UNG will be classified as a Level V institution; faculty workloads and teaching assignments are under review to align them with this new overall classification.

A consolidation workgroup of faculty and academic administrators from GSC and NGCSU is developing a new workload policy to be phased in, beginning with the fall 2013 semester. It is anticipated that faculty workloads will be equalized and fully implemented by fall 2014. The new workload policy is expected to align with NGCSU's existing workload policy. Flexibility may be provided to accommodate individual faculty assignments in teaching, scholarly and professional activities, service, and administrative assignments. It is anticipated that this flexibility will be

required to ensure that an adequate number of student seats are provided following consolidation. Existing differences in classroom sizes across the four campuses will need to be considered as part of this process. In addition, with state-appropriated funding for NGCSU and GSC being cut by 3% for fiscal year 2013, the timeline for full implementation of the consolidated faculty workload policy may be delayed.

Consolidation workgroups have been formed to address all faculty policies and procedures, in addition to the faculty workload workgroup described above. These workgroups will continue meeting throughout the fall 2012 semester and will make recommendations to the Academic Affairs Coordinating Group, a consolidated group of academic affairs administrators from the two institutions. Once finalized, recommendations are being routed through the appropriate individual institutional governance bodies for review and approval.

Graduate degree programs have been offered only by NGCSU and will continue to be limited to the Dahlonega and Cumming campuses upon consolidation. Criteria for promotion and tenure for UNG are under review by a consolidation workgroup composed of faculty and academic administrators from both institutions. The workgroup will develop consolidated criteria that will be implemented effective with the 2013-14 academic year. It is anticipated that the consolidated criteria will be similar to the existing criteria for NGCSU. These criteria will likely reflect increased expectations for scholarly and professional activities for the GSC faculty. Many GSC faculty, however, are already professionally and research active, making this transition less dramatic than might have been predicted.

Both GSC and NGCSU have a commitment to the incorporation of high impact practices (HIP) into classroom instruction. The continuation of this commitment is reflected in the emphasis on service, inquiry, creativity, and global learning in the UNG mission statement. The faculty development support to incorporate service learning, undergraduate research, creative expression, international programs and study abroad will continue in UNG through the Center for Teaching and Learning and its HIP Faculty Academy and service learning program, the Center for Undergraduate Research and Creative Activities, and the Center for Global Engagement.

Links to Section 5 Appendices

[Appendix 5.1 Faculty Roster- North Georgia College & State University](#)

[Appendix 5.2 Faculty Roster - Gainesville State College](#)

[Appendix 5.3 Number of Fulltime Faculty and Credit Hours by Discipline and Location](#)

*If you need this document in another format, please contact the Office of Institutional Research at
706-867-3032 or ie@ung.edu*