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