

## **SECTION 5. FACULTY**

*As appropriate to the change, provide a complete roster (using the Faculty Roster Form at [www.sacscoc.org](http://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.*

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### **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 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.



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)