Consolidation Implementation Committee (CIC)
Minutes
April 7, 2017

Gene Bishop Field House at Paulson Stadium
Georgia Southern University Campus
1:00 p.m.

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I. Welcome – President Hebert called the meeting to order at 1:03 p.m. and moved right into the first order of business.

II. Consolidation Business

A. Mission Statement: Final Recommendation – The final recommendation (below) was brought forth by Presidents Hebert and Bleicken. The mission statement presented at the March 24 meeting was considered not appropriate and sent back to the OWG. A second draft was brought forward and shared with the faculty senates of both universities. There were concerns from both senates and those concerns were incorporated into the final recommendation:

Georgia Southern University is a public comprehensive and Carnegie Doctoral/Research university offering associate, bachelors, master's, and doctoral degrees in nationally accredited programs in the liberal arts, sciences, and professional disciplines. The University provides transformative learning opportunities to meet the needs of a diverse student population through its time-honored commitments to academic excellence and personal attention. Through the shared resources of its multiple locations, the University creates vibrant learning environments that foster an inclusive, student-centered culture of engagement designed to prepare students for lifelong service as scholars, leaders, and responsible stewards of their communities. The University enhances the quality of life and drives economic development in the Coastal Georgia region and throughout the State of Georgia by supporting collaborative efforts in technological innovation, scientific discovery, education, health services, artistic creativity, and cultural enrichment. Faculty, staff, and students embrace the values of integrity, civility, kindness, tolerance, and a dedication to sustainability and social responsibility in every facet of the University.

After discussion/recommendations from the floor, the following Mission Statement was approved by the CIC, pending BOR approval at the April meeting:

Georgia Southern University is a public comprehensive and Carnegie Doctoral/Research university offering associate, bachelors, masters, and doctoral degrees in nationally accredited programs in the liberal arts, sciences, and professional disciplines.

The University provides transformative learning opportunities to meet the needs of a diverse student population through its legacy of commitment to academic excellence and personal attention. Through the shared resources of its multiple locations, the University creates vibrant learning environments that foster an inclusive, student-centered culture of engagement designed to prepare students for lifelong service as scholars, leaders, and responsible stewards of their communities. The University enhances the quality of life and drives economic development in the Coastal Georgia region, the State of Georgia, and beyond by supporting collaborative efforts in technological innovation, scientific advancement, education, health services, artistic creativity, and cultural enrichment. Faculty, staff, and students embrace the values of integrity, civility, kindness, respect, sustainability, citizenship, and social responsibility in every facet of the University.

B. Update on Planning Documents – All planning documents have been submitted to Ms. Stuart and approved, with the exception of two. Ms. Stuart is working with those FAs/OWGs.

C. Other

1. Updates from Functional Areas
    A. Overall University Structure – Meeting on Monday (10th) with Vice Presidents from both institutions to talk about senior level organization for the new institution. In working with the USG, positions should be approved by next week and a process in place to vett people and begin populating the organizational structure. The Mission Statement is complete.
    B. Academic Degrees and Programs - Efforts are divided into many OWGs and sub-OWGs. In looking at overall academic structure of the institution, the OWG has made significant progress. Data still needs to be collected in a few areas.
    C. Related Non-Degree Academic Responsibilities – Making good progress.
    D. Faculty Affairs – The faculty governance OWG has discussed structure and there is a fair amount of agreement on how to structure the new faculty senate, however, they are not at a point to make a

recommendation as the college structure is needed before moving forward. Dr. Flynn asked if ASU has a set of university statutes. There is an OWG to merge the statutes but unable to find them and it was noted that faculty senate is part governed by the university statues. Mr. Davis stated there was not a document with that title, but incorporated within the faculty handbook. Mr. Fuchko clarified board policy contemplates having statutes; what they approve is the mission statement. He referenced board policy 3.2.4. - faculty senate approves statutes, subject to approval by the president, must be filed with the Chancellor but there is no approval required. Dr. Cone spoke on specifics of what the OWGs will be working on and the progress being made in those areas.

E. Student Success – There are seven groups working. They are meeting frequently and making good progress.
F. Grants & Sponsored Programs – There are two sub-groups: 1.) processing grants and handling sponsored programs 2.) looking at intellectual properties and patents. The group has come to some very good agreement and looking at the electronic system in how grants are processed and tracked and how to move forward with possibly having the same system on both campuses.
G. Enrollment Services – Both groups are looking at software, working on Banner capabilities in order to process applications, Financial Aid, etc., and continuing to gather information.
H. Advancement, Development, and Alumni Affairs – Another OWG was added (Data) to make four groups. Three of the four groups have been meeting regularly and making great progress, with some ready to start making recommendations.
I. Athletics – Initial conversations on the organizational structure as a new institution and how that will touch the various campuses and studying the potential economic and financial impacts. It is the hope to report very soon what Athletics will look like in the future, such as the leadership roles and housing people at certain locations. President Hebert commended Ms. Sweaney on the extraordinary job with the student-athletes, displaying compassion and dignity through this process.
J. University Foundations – OWGs are working very hard and pleased with the progress being made.
K. Media and Marketing – It was reported they are meeting often and working very well together.
L. Human Resources – Sub-groups have been created, with one being Staff Council, which has already put forth two recommendations.
M. Business and Finance – Working groups are meeting and a number of recommendations to come forth soon. An all-day meeting will be held on April 17 at GS to include business and finance and audit from both campuses and the system office.
N. Information Technology - Teams are communicating very well, partnering with USO and Kennesaw team. Banner kick-off was held last week. A critical path document has been drafted that shows when

certain items of Banner will happen. Teams are committed to keeping the students at the center of every decision made.

O.-P. Student Services / Student Organizations and Student Life – Groups are working well together.

Q.-S. Facilities and Physical Plant / Auxiliary Services / Public Safety and Security – Groups are working well together and recommendations are forthcoming.

T. Risk Management, Occupational Safety and Compliance – Working very close with the board office. Many tasks have been, or will be, completed soon.

U. Legal Affairs Issues – In regards to policy making, that is actually going on within those functional areas as there was some over-lap in the way those were assigned; Mr. Davis and Ms. Copeland standing by to assist with those and review the outputs and make sure those are appropriate. Another OWG working quite actively inventorying some of ongoing academic affairs contracts and will be making some recommendations on how to make decisions on what to keep. Began implementing some measures to preserve clinical affiliation contracts that we are currently making at ASU so that the resulting institution will have the option of having the benefit of those after the consolidation. The third OWG will be meeting on Monday to make some recommendations about Legal Affairs itself.

V. Audit – Sub-groups have been created: 1.) Internal audit 2.) External audit.

W. Economic Development, Government Relations and Community Engagement – Pulling input from community and business partners from Statesboro, Savannah, and Hinesville. There will be community members from all three areas on OWGs.

X. Housing – Working with USO partners; hope to have some recommendations soon.

Y. Library – A draft prospectus has been submitted to Dr. Rugg for review.

Z. Diversity & Inclusion Programs/Activities – Decisions have been made and waiting on policy and resources for funding and people to cover investigations for all campuses.

2. Dr. Padgett asked about the timeline of recommendations already submitted. President Hebert stated that Ms. Stuart has been focused on the planning documents, and once those are complete, she will process the recommendations, which will be included on the agenda for the next meeting.

3. Dr. Flynn asked if OWGs and members would be available on the website. President Hebert confirmed that once Ms. Stuart finalized the planning documents, we will have an updated leadership document which will be published.

4. In regards to the organizational chart that will be released soon, President Hebert briefly discussed the upcoming meeting with Vice Presidents from both

campuses on coming to an agreement on to how to proceed with filling those positions for the new university.

5. Dr. Padgett mentioned the ASU Faculty Senate has had some concerns, and those concerns have been shared with President Hebert. The main concerns seem to be 1.) the lack of information at this point and 2.) the organizational chart/college structure. President Hebert agreed that it's key to move forward with those steps and then, many OWGs will be able to move forward with recommendations. At that point, President Hebert feels the information will start flowing better.

6. From the student's perspective, Mr. Stewart noted there was much anxiety on the ASU campus as to what the final picture will look like, particularly among student groups. He is trying to meet with student group leaders, individually and collectively, to communicate concerns with the process. Most importantly, he is trying to maintain the student focus. From the Statesboro campus perspective, Mr. John stated many of the students have been kind and outreaching to the Armstrong students. OWG discussions on how student governments retain their autonomy, so that students do not feel disconnected after the consolidation.

7. Mr. Kelso commended and thanked Georgia Southern on the amazing welcome to the Armstrong orientation team at Southeast Regional Orientation Workshop (SROW).

8. Dr. Padgett asked for clarification on both senates reviewing curriculum issues.

9. Dr. Bartels announced the GS Museum has offered to work with Armstrong to help preserve artifacts (signage, etc.) and/or create display areas.

10. Mr. Fuchko stressed the importance of the discussions taking place in the OWGs; strengthening those relationships and having discussions are very valuable.

11. Dr. Flateby gave an update that several sections of the prospectus are ready to send to Dr. Rugg.

The meeting adjourned at 2:26 p.m.