Faculty Senate Meeting Minutes
October 16, 2026
Approved November 10, 2026

1. Call to Order

   Called to order by Chair McPhail at 1:07pm.

2. Roll Call

   Present:

   Barnhart, Bertau, Bohannon, Buzon, Campese, Chen, Colley, Dahms, Ellison, Elman (proxy), Fleming, Green, Harte, Hildebrandt, Hopper, Ivory, Joa, Jonassen, Kazeem, Koczkas, Locchetta, Maggiano, Mendes, Miller, Mobariz, Moon, Ofoe, Peralta, Remshagen, Riker

   (proxy), Robinson, Ruffin, Schoon, Seong, Talbot, Webb, Williams, Yarbrough, Zot

   Absent:

   Bergiel, Elias, Faucette, Kimbrel, Shelnutt, Viswanath, Yeh

3. Minutes

   A) The September 2026 Faculty Senate Meeting Minutes were electronically approved on November 10, 2026.

4. Discussion with Leadership

   A) President

   - *Strong enrollment at over 16,000 students overall. Freshman population up 16% from last year (about 1,700). Thanks to all for your hard work.*
   - *Communication was sent regarding the VP of external affairs position. Search committee was selected. Faculty should encourage those interested to apply, or recommend names to those on the committee.*
   - *Next week is investiture. Faculty were encouraged to engage as they are able.*
   - *BoR voted to name Tom Fanning the next Chancellor of the USG. The President spent time with him at the last Board meeting; has a business background, but is a Georgia Tech alum. Many chancellors across the US are not necessarily coming from the education field. Planning to come to campus at some point, will let faculty know.*
   - *Midterm elections upcoming. We are 87 days from next legislative session. Hundreds of bills get filed, but that does not mean that all will see a committee or*

the attention of the floor. Will pay attention to items of concern for higher education.

- *Townhall in the next few weeks to talk about workload. Faculty can send questions beforehand, but questions can also be taken at the meeting. Looking at Tuesday or Thursday early afternoons.*
- *State of the university is November 11th at 10am. Will also be livestreamed.*
- *Football this weekend against Austin; faculty are encouraged to attend.*
- *Listening sessions for the strategic plan have wrapped up. An update will be shared next week. Themes are emerging. Steering committee will meet again November 2.*
- *Trying to make sure that all divisions are being proactive with communications. Parking and the closure of the Humanities lot has been an issue. Better clarity should have been provided.*
- *Questions:*
    - *Q: What is going in the parking lot?*
        - *A: Green space. Quad space will be leveled out and a better bus area will be provided. Also a potential future building site. The Baptist ministry building and area was purchased by the university last year; adds new parking across the street. There is still an access road next to Humanities. To use the building or tear it down, need to get USG permission. Plan now to level it.*
    - *Q: Students put together a petition, have you spoken to those groups?*
        - *There are 400 signatories so far, but that does not mean that it is valid. Needs to be delegated down to parking and infrastructure. We have ample parking available across campus.*
    - *Q: What about the ADA spots?*
        - *Requirement is reasonable accommodations. Every parking spot that you have, a certain number must be ADA, but if a parking lot is taken completely offline then they do not need to be replaced (and the Humanities lot was completely taken offline). They should be a*

percentage of each actual lot. Campus buses, shuttles, and all lots are ADA compliant.

B) Provost

a) The Provost was unable to attend. He provided his comments in advance.

- UWG continues to have a great trajectory of serving more students. Student credit hours as of 9/30/26 are 7,684 higher than they were last year at this time, indicating we are doing a great job of growing and meeting increased student demand. That's ~2,500 more seats (or 100 classes of 25 students) delivered than fall 2025!
- Year-over-year credit hour growth is pronounced in History, Biology, Theatre, Sociology, Chemistry, Music, Management, and Education (various including ECED, EDRS, MEDT, and SLPA).
- We have work to do to turn around year-over-year declines in Political Science, Economics, English, Art, Computer Science, and Computing.
- I continue to be impressed with the work of faculty as they address artificial intelligence and its impact on higher education and our disciplines. In talking with colleagues in the USG and beyond, I recognize that we're ahead of many institutions and integrating AI appropriately and thoughtfully.
- There is quite a bit of work going on to retain and graduate students. Activities include: the Pathway to HOPE project wherein high school students are invited to begin at UWG in summer to better cross-fade from high school to college; improved course scheduling to allow more flexibility for student demand; the Don't Lose HOPE campaign to advise students on the importance of keeping their HOPE scholarship and strategically scheduling their next classes to maximize their chance for success; and the JUMP! one-week summer bridge program that served 100+ students this past summer. UWG is working harder than ever to support students.
- On a related note to the above, UWG will be searching for a director of student success to lead 10 new student success coaches. This group will work closely with academic advising and faculty, with focus on first year students. Be on the

lookout for these position announcements and please refer people that you think would be great in these positions.

- The UWG Strategic Plan listening sessions have been very helpful as we chart our future. Thank you to all who have participated and contributed their ideas. The Strategic Planning Steering Committee will be reviewing input and sharing findings and recommendations for us to discuss through the rest of the calendar year. We welcome continued feedback and contributions as this process evolves.
- Deans received approval in September to convert 28 LTI positions (that started at UWG in August 2026) into permanent faculty lines and to add 16 new lines (LTIs) to start August 2027. These new colleagues are joining to help us meet sustained growth and advance our research. Please be on the lookout and talk with your deans about these new positions and the searches, and thanks for helping us search for new colleagues.
- In recognition and support of professional development and operating needs, deans were provided new AY27 funds to colleges/schools. These funds should continue to support travel and other local needs.
- Please encourage students, faculty, and staff to attend the Investiture week events. In particular, I hope people will enjoy student research presentations (Tues 10/20 9am-noon in Campus Center Ballroom), faculty scholarship talks (Tues 10/20 1-2:30pm in Townsend), and the investiture ceremony on Friday 10/23. This is an exciting week to celebrate President Johnson and his family but also the broader UWG community and all the amazing qualities that make UWG great.

5. Presentation from the Office of Human Resources regarding Open Enrollment and the Workday Platform.
    a. *Open enrollment.* (**Figure 1**)
        i. *Open enrollment starts early November.*
        ii. *See slides for full team and their specialties.*
        iii. *Premium increases for all plans.*
        iv. *Moving from CVS to Express Scripts. Ever North is their holistic care area. Expect mailings that are co-branded. Welcome kits will be received by enrollees in December. Express Scripts goes with Anthem only, not*

Kaiser Permanente. ID card will be your Express Script card as well. Express Scripts will have a team continuously available for help if needed, and an accompanying app.

v. *Two changes to retirement. Administrative and recordkeeping fees are moving to a fixed dollar amount. Corebridge will no longer be available to new employees (but is still available to those that already have that plan).*

vi. *Total Rewards available and totals are visible in OneUSG Connect.*

vii. *Ensure that beneficiaries and emergency contacts are updated and accurate. Need to update with all vendors.*

viii. *Open enrollment runs October 26 through November 6. Action is needed every year. OHR Lab sessions will be listed per the calendar if anyone needs help or would like one-on-one time. Can also email to have an appointment at any time.*

ix. *PACKsgiving taking place in November; started in August. Allows the university to give back to the community – filled the basic needs center for students, included a blood drive at the benefits fair, next initiative will donate to the benevolence fund: will help faculty and staff with emergency needs up to $500. Donations are needed as there are only about four more times of funding available in current coffers.*

x. *Mammography on the Move will be on campus on December 8.*

xi. *Reminder that the OHR Glance and weekly mailings are important and include all of the information discussed today: links to these will also be in the weekly faculty newsletter to be easier to find.*

b. *Unified ERP program.*

i. *We have had segmented systems across the USG; the need for data can be difficult because of the myriad systems. Goal to bring the systems into one platform. ERP is Enterprise Research Planning, heavily used in the corporate world for the last 30 years. Peoplesoft financials and HR were segmented, ERP brings them together. Simplifying processes in the USG*

will streamline work and make processes less transactional and more mission-focused.

ii. *Prototype one has already taken place, prototype two starts next week; review results in December. January of next year will be testing. Go live July of 2028. All 25 institutions of the USG will go live at the same time. Functionality will be continuously improved as needed. Many faculty received a survey in their email to gauge how people are feeling about the program.*

iii. *Faculty are welcome to contact OHR if there are questions.*

iv. *Questions:*

- *Q: What should faculty expect regarding ERP?*
  - *A: Still being determined, developed, and tested. Many processes to look at. There will be some changes. Auxiliary, access databases, etc. will be integrated into WorkDay.*

6. Committee Reports

Information Items (Martin McPhail, Chair):

1) General Information Updates

a) *Next steering committee meeting for the strategic plan will be upcoming. Themes emerged from faculty, staff, and students. Student success, belonging, infrastructure, investment in faculty, campus identity were repeatedly mentioned. External partners and campus partners all addressed these issues. Meeting November 2nd will be how to tailor themes and needs into the goals of the strategic plan, with measurable items. More opportunities for feedback will be provided. Let Chair McPhail or members of the committee know of any further questions.*

b) *Climate survey data was collected, it was completely confidential and is being handled by a third party group. The group is working on the report, update will be provided towards the end of the year. Will also help inform the strategic plan. Updates will be provided to faculty.*

i) *A question was posed as to how results will be shared Chair McPhail said that there will be discussions as to the best way to share this with*

faculty and will work with Dr. Clark. Could potentially be a presentation to the senate.

c) *Discussion today will be on workload. Senate has been tasked to develop a policy by the end of November. Our next senate meeting is November 13th. Outside of this discussion, please work with colleagues to encourage participation in townhalls and provide feedback to senators. Faculty should also have these discussions within their programs.*

i) *Q: Can the draft be shared with all faculty?*

1. *A: Dr. Reber said yes, can share as view only. Chair McPhail noted that he made the decision to share with senators first since it is a working document.*

ii) *Q: Can a view only link be shared in the academic affairs newsletter?*

1. *A: Dr. Reber said yes, for the next newsletter deadline. The upcoming newsletter does have the QR code. Dr. Ofoe reminded faculty that this is a policy for the entire university: niche programmatic needs or requirements should not be in this university-wide policy. Nuanced policies should be put in place at the program level, but are not for this policy.*

2) Committee Chair General Updates

Committee I: Undergraduate Programs Committee (Sarah Elias, Chair)

Information Item:

A) UPC was tasked to assist in the formation of the committee that will conduct the review of the Dean of the University College and Honors College. An election for the review committee members was conducted per the faculty handbook policy.

Committee II: Graduate Programs Committee (Kim Green, Chair)

Information Item:

A) GPC provided guidance for the formation of the committee that will conduct the Periodic Review of the Graduate School Dean.

Committee III: Academic Policies Committee (Rochelle Elman, Chair)

Action Items:

A) Academic Withdrawal Policy

A senator moved to table this discussion to a future meeting due to the number of questions and need for further clarity. This was seconded. Motion to refer back to APC before moving back to the Senate was approved. Dr. Reber noted that it would be helpful for this group to move quickly, with a final meeting deadline of December.

1) *Regarding process, recommendation of this nature will move up the administrative chain for implementation following senate vote.*
2) *Senators engaged in significant discussion, with concerns raised regarding the following points:*
    a) *Clarity is needed regarding the 5 to 7 day window (calendar versus business days). It was noted that it accommodates system delays, such as withdrawal processes initiated by students over weekends or non-workdays.*
    b) *The actual current policy states eight weeks (not 10), but the written language was never updated to reflect that practice; this change formally cements it into official policy.*
    c) *Students are currently dropped immediately; the new change creates a formal window to check in and offer support, aiming to shift the campus culture and reduce overall withdrawals without mandating extra work. Questions were raised as to how this process will actually happen: will students (and faculty) receive an email or other notification?*
    d) *Instructors are not required or obligated to provide extensions for assignments missed while a student lacks CourseDen access. How will this be addressed if a student regains access to a course?*
    e) *Dr. Reber noted that aligning the withdrawal date ensures faculty have enough time to discuss performance with students following USG's upcoming midpoint grade policy, though specific adjustments will still be needed for shorter terms and summer courses.*

3) The APC recommends that the withdrawal policy be extended to 10 weeks total.
    a) The APC further recommends that students have 10 weeks to withdraw from a course. The 11th week would be a review period for the faculty member and student to discuss if withdrawal is necessary.
    b) If a student withdraws earlier than the 10th week of the semester, they have five to seven days to communicate with the faculty member about their grades.
    c) Once a student fills out and submits the withdrawal request form, an email notification will be sent to the faculty member and the student's advisor letting them know that they and the student have five to seven days to communicate about how the student is doing in the course and if withdrawal from the course is needed.

B) Hardship Withdrawal Deadline

Vote: anonymously approved.

1) *Discussion:*
    a) *Dr. Maggiano noted that this puts us more in line with Georgia institutions. This is the amount of time that a student can request the hardship withdrawal. We have an option for retroactive withdrawal, and this would be part of it.*
2) The APC recommends that the institution increase the amount of time to submit for a Hardship withdrawal from six months to one academic year.

C) Graduate School Policy Changes

1) The APC recommends the following policy revisions (please see enclosed revisions to the **Double Wolf policy, Incomplete Policy, Transcript Requirements, Admissions Language**, and **Graduation Requirements** for detailed revisions):

These items were considered as a block. Due to concerns raised during discussion, it was recommended to table, which was seconded and unanimously approved. The items were tabled as a block.

    a) Double Wolf—Start Early

1. *Dr. Maggiano mentioned that graduate automatic acceptance requests a 3.2 minimum GPA for automatic acceptance, which is different from some academic units. Making it a flat GPA is easier for student awareness and the process. Program is broad and meant to encourage student access.*
2. *A point was raised as to the fact that the current policy for direct admit is 3.2, which is higher than standard admission requirement.*

b) Incomplete Grade Policy
   1. *Puts the graduate policy in alignment with undergraduate policy.*
   2. *Q: Regarding the rationale, it may be difficult for graduate students to complete all work in one semester's time. Aligning something fundamentally different. One semester may not be equitable. How many individuals on the committee teach graduate students?*
      a. *A: Dr. Maggiano noted that this was not addressed as a concern. Undergraduate students may also have further obligations. Unsure of how many APC members also teach graduate courses.*

c) Official Academic Transcript Policy
   1. *Puts UWG policy in line with other institutions.*
   2. *Q: Did APC discuss the ramifications of potential disciplinary actions on an undergraduate transcript if only using most recent transcripts? This is particularly relevant in light of recent news events: could have a negative impact on an institution if this happens.*
      a. *A: Dr. Maggiano said yes, this was discussed including areas of fraud, but these circumstances are rare. Academic merit from the last institution should have vetted these instances as well.*

d) Admissions Language
   1. Provides clarification.

e) Graduation GPA Policy

1. Change language to only consider program of study when they have graduate credits elsewhere.

Information Item:

A) Current language in the Admissions section of the Graduate Catalog will be revised to be consistent with current policies.

Committee IV: Faculty Affairs Committee (Levi Ofoe, Chair)

Information Items:

A) Workload Committee Updates.

B) Updates to the Policy Regarding Non-Tenured Dismissals.

1) This policy needs to be in the Faculty Handbook as we do not have this policy in the handbook currently; the BoR policy was also not in the handbook. Procedures for nonrenewal of lecturers are needed.

2) Q: Seems to provide more protections to lecturers instead of clinical faculty.

i. A: Chair McPhail noted that clinical faculty are not addressed or mentioned anywhere in the handbook. A separate subcommittee of FAC is looking into this so that we can have a tailored policy for them.

6. Old Business

A) None

7. New Business

A) Workload Policy Discussion

i. Faculty were encouraged to use the QR code provided to input feedback.

ii. Psychology faculty provided detailed comments via email, per Drs. Ofoe and Reber.

iii. Overall themes from the complete discussion:

1. Faculty regularly exceed 40 hours on imbalanced schedules. The vague term "equivalent" risks misinterpretation by Deans, particularly for labs and studios. Clear criteria, institutional transparency, college-level shared governance, and a right to redress are needed.

2. The policy assumes workloads run smoother than they do, creating a disconnect between the preamble and later points on flexibility. Simplifying

the language will help it pass at the next meeting. The baseline should signal alignment with other emerging research institutions like Kennesaw.

3. *Capping service at 10% will leave programs underserved. Non-binding "should" language in later sections risks inadequate compensation and leaves it unclear who determines eligible service.*
4. *The draft states overloads "could" necessitate payment, but compensation must be guaranteed. Because this phrasing is tied to USG policy and cannot be changed, the USG policy should be cited directly for clarity.*
5. *It was suggested that the policy mention a program-led appeals or grievance process to reflect proper faculty governance.*
6. *The document neglects heavy faculty-to-student mentorship and needs a bottom-up approach based on actual practices. Survey participation is at 39%, with feedback themes weighted by repetition and strength.*
7. *Faculty were reminded that research definitions, publication standards, enrollment issues, and teaching load equity should be clarified at the program level rather than in the university-wide policy.*
8. *It was mentioned that units face deep uncertainty regarding whether research releases will be honored or if overload compensation will be provided at all.*
9. *Departmental P&T guidelines are already frequently stalled or rejected. Faculty expressed concern that local workload policies will face the same fate unless the university policy offers genuine flexibility.*

8. Announcements

   None.

9. Adjourn

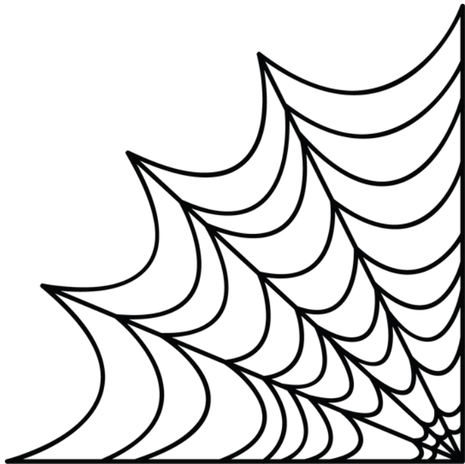
   Adjourned by Chair McPhail at 3:05pm.

Respectfully submitted by Laura McCloskey Wolfe, Executive Secretary and Art Program faculty member.

Figure 1

CHANGES ARE COMING TO YOUR BENEFITS, BUT DON'T LET THAT SCARE YOU!





Employee Services Team



Michelle Crawford-Bell

Assistant Director of Employee Relations and Benefits

Supervises and oversees the Employee Serivces Team operations. Handles all employee relations issues, questions, and concerns.



Hope Cole
Benefits Specialist

Assist employees with benefits enrollment, changes, and questions. Along with retirement consultations and completion of the retirement process.



Taylor Yearta
Leave and TAP Specialist

Assist employees with specialized types of leave and questions that may occur. Along with assisting with the Tuition Assistance Program process and answering questions.



Caleb Elder
Employee Relations Specialist

Assists with Employee Relations cases. Collaboration with the Office of TIX on complex cases.

Premium Increases

Employee Monthly Premium (+/- $ Change from Current)	Anthem (USG Self-Insured Coverage)			Kaiser Permanente (Fully Insured)
Tier	Consumer Choice HSA	Comprehensive Care	BlueChoice HMO	HMO
Employee	$110 (+$5)	$249 (+$16)	$302 (+$16)	$231 (+$12)
Employee + Child(ren)	$241 (+$11)	$492 (+$31)	$587 (+$31)	$451 (+$24)
Employee + Spouse	$281 (+$13)	$574 (+$37)	$685 (+$37)	$526 (+$28)
Family	$402 (+$18)	$819 (+$52)	$978 (+$52)	$752 (+$40)

Moving from CVS to Express Scripts

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Evernorth/Express Scripts

Meet Express Scripts

Your pharmacy benefit services partner, backed by the broader capabilities of Evernorth Health Services.

EXPRESS SCRIPTS®

PHARMACY BENEFIT SERVICES

Focused on your pharmacy benefit

- Helps manage prescription drug benefits
- Supports access to medications and member care
- Connects members with pharmacy tools and resources

EVERNORTH®

HEALTH SERVICES

The broader health services organization

Evernorth brings together pharmacy, care and benefit capabilities designed to work together.

The connection to remember

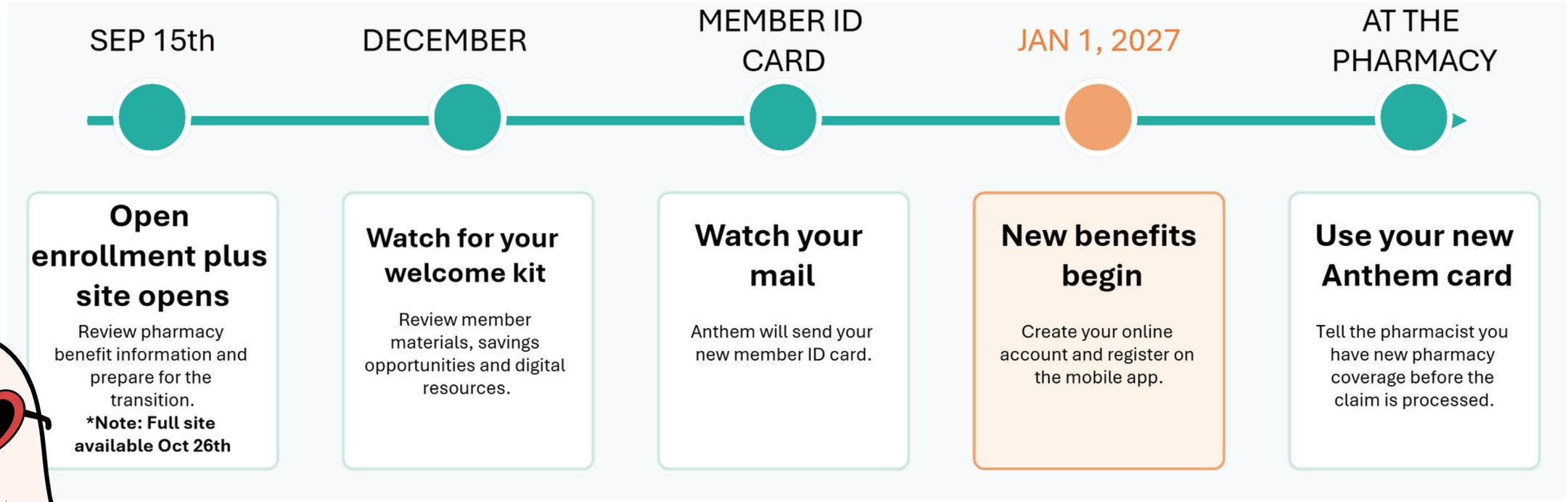
Express Scripts Pharmacy Benefit Services is part of Evernorth Health Services.



The Timeline

UNIVERSITY OF WEST GEORGIA

Know what to expect before your new pharmacy benefit begins





When materials arrive in December

Review how to use your pharmacy benefits

Explore savings opportunities and digital tools

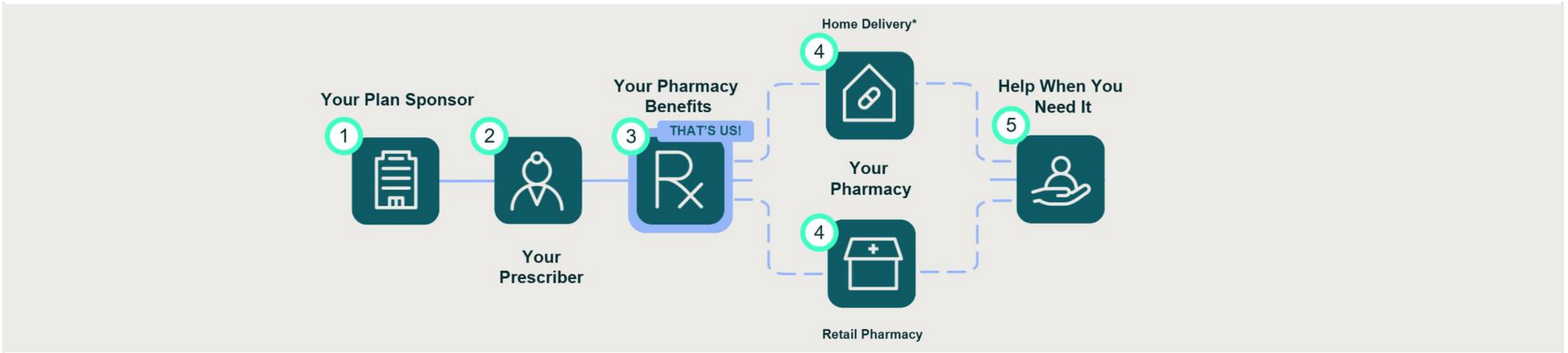
Keep the Anthem member ID card ready for January 1

*****Anthem will send your new member ID card******



The Team Behind You

You are not alone. Express Scripts has an entire team behind you to help you navigate your pharmacy benefit.



Pharmacy care designed around you.

1



Your employer or health plan provides your prescription coverage and benefits.

2



Your prescriber – such as your doctor, physician, or nurse practitioner – helps determine the medications that support your care.

3

Express Scripts® Pharmacy Benefit Services

Like your medical and dental benefits cover your care, your pharmacy benefits help cover your prescriptions – determining what medications are safe and cost-effective, what they may cost, and where to fill them – **we help you navigate them.**

4



Your prescriber sends your prescription to a pharmacy, but **depending on your plan, some options may cost less.** We help you choose the right one for you: retail or home delivery.*

5



Once you have your medication, we continue to support you – **helping ensure it's the right, most cost-effective option** – through ongoing communications, digital tools, and more.





For Questions About Express Scripts

UNIVERSITY OF WEST GEORGIA



Express Scripts is always happy to help

Start by using our chat on our member website to get quick, personalized answers anytime.

https://www.express-scripts.com/USG



-If you still need assistance, you can easily connect with a /member of our team by calling 1-877-783-2283

beginning October 26, 2026.



If you log into your app store, your Express Scripts app should look like this.



2027 Retirement Program Update

Two changes will take effect January 1, 2027:

Administrative and recordkeeping fees will move to a fixed-dollar structure
and
Corebridge will not be available to employees who enroll in the plans on or after January 1, 2027.

****No action is required at this time. Current Corebridge participants may keep their accounts, and contributions will continue as usual.***

Q&A Documents for employees and plan participants are available.



Total Rewards



USG Total Rewards Includes

- Base Pay
- Additional Compensation (12 month look back)
  - Supplemental pay - summer pay and overloads
  - overtime, shift differential, awards, and incentive pay
- Health and Insurance Benefits
- Retirement
- Other Rewards
  - Time off - Vacation, Sick, Holidays, Educational Support Leave, Parental Leave, FMLA, Shared Sick Leave
  - Career - Tuition Assistance Program (TAP) and Training and Development
  - Family Life - Path2College 529 Plan and EAP
  - Other Benefits - Well-being Program, Pet Insurance, Perks at Work, Team Georgia at Work



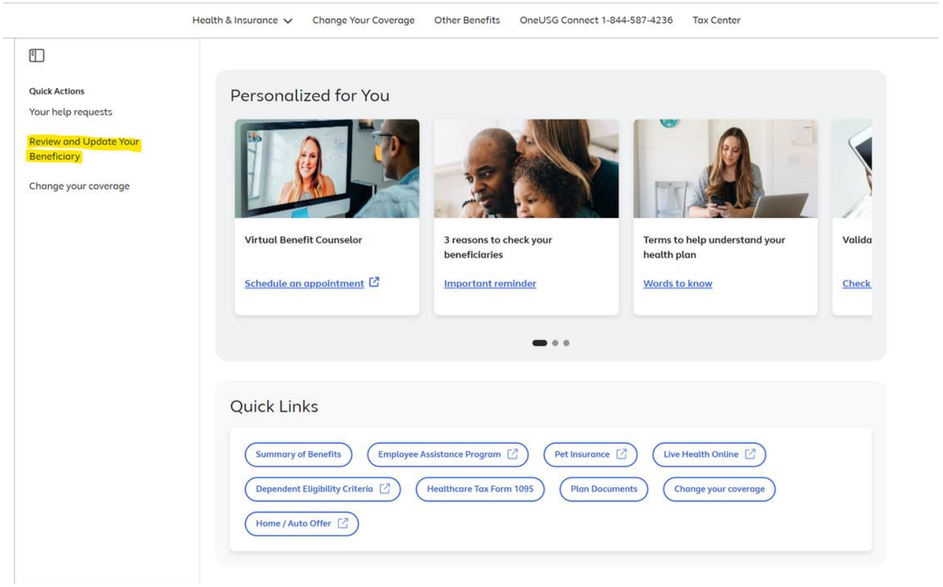
Housekeeping Reminders

UNIVERSITY OF WEST GEORGIA

Update your Beneficiaries...



With USG Benefits



With TRS

How do I update my beneficiaries?

Register or log in to your TRS account, go to manage my account, update beneficiaries.

My TRS Login



Update your Emergencies Contacts



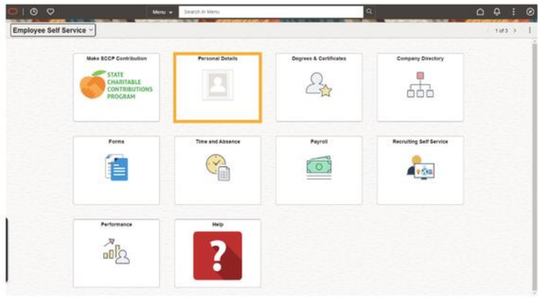
Instructions

1. Log in to **OneUSG Connect**.

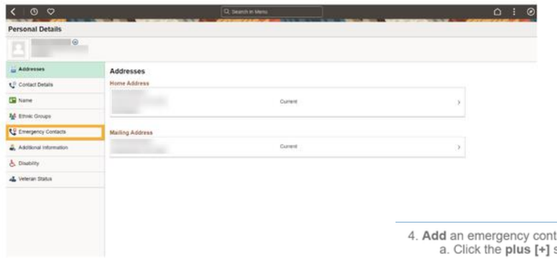
Navigation:
Employee Self Service > Personal Details

2. Click the **Personal Details** tile.

Note: Employee Self Service tile options may vary depending on your employee type.

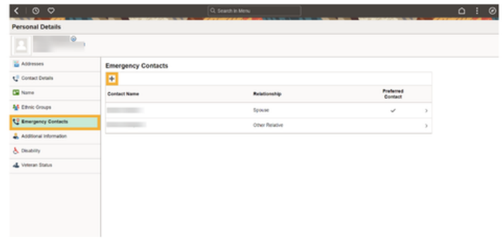


Note: The Personal Details panel will open as seen below.



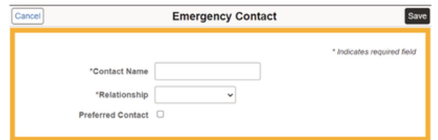
3. Click **Emergency Contacts** from the **Personal Details** page.

4. **Add** an emergency contact's identifying information.
   a. Click the **plus [+]** sign to add an emergency contact.



Note: The **Emergency Contact** panel will appear.
b. Type in the name of your emergency contact under **Contact Name**.
c. Select the **Relationship** of your emergency contact from the drop-down menu.
d. If the relationship is your **Preferred** emergency contact, click the checkbox. You can only have one preferred contact.

Note: If you only have one emergency contact listed in OneUSG Connect, it will automatically default to your preferred contact.



Open Enrollment Dates

UNIVERSITY OF WEST GEORGIA

USG Open Enrollment is:

Monday, October 26 - Friday, November 6



- You MUST take action by November 6th
- If YOU are enrolled in healthcare coverage, YOU MUST CERTIFY your tobacco use and working spouse status, or the monthly surcharges will apply
- You can make changes or corrections through December 31, 2026. This will be communicated on your Confirmation Statement.



October 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

November 2026

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

Open Enrollment Lab Sessions

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Please feel free to attend any of the 4 open lab sessions if you need to complete Open Enrollment or Compliance training. There are other Compliance training dates, but only 4 when we will be present to assist with Open Enrollment. Compliance training opens October 15, 2026, and closes on November 30, 2026.

Description:	Date:	Time:	Location:
Compliance	Thursday, October 22	8:30 - 9:30 AM	Richards 319
Compliance & Open Enrollment (2-hour session)	Thursday, October 29	9:00 - 11:00 AM	Richards 319
Compliance & Open Enrollment (2-hour session)	Friday, October 30	1:00 - 3:00 PM	Richards 123
Compliance & Open Enrollment (2-hour session)	Wednesday, November 4	8:00 - 10:00 AM	Richards 123
Compliance & Open Enrollment (2-hour session)	Friday, November 6	2:00 - 4:00 PM	Education Center 205
Compliance	Tuesday, November 10	10:00 - 11:00 AM	Richards 319
Compliance	Monday, November 16	3:00 - 4:00 PM	Richards 319
Compliance	Wednesday, November 25	2:30 - 3:30 PM	Richards 319
Compliance	Monday, November 30	8:00 - 9:00 AM	Richards 319



Upcoming Events October & November

UNIVERSITY OF WEST GEORGIA

Open Enrollment



Monday, October 26, 2026, through Friday, November 6, 2026

The Pack Gives Back

PACKsgiving: Giving Thanks, Giving Hope

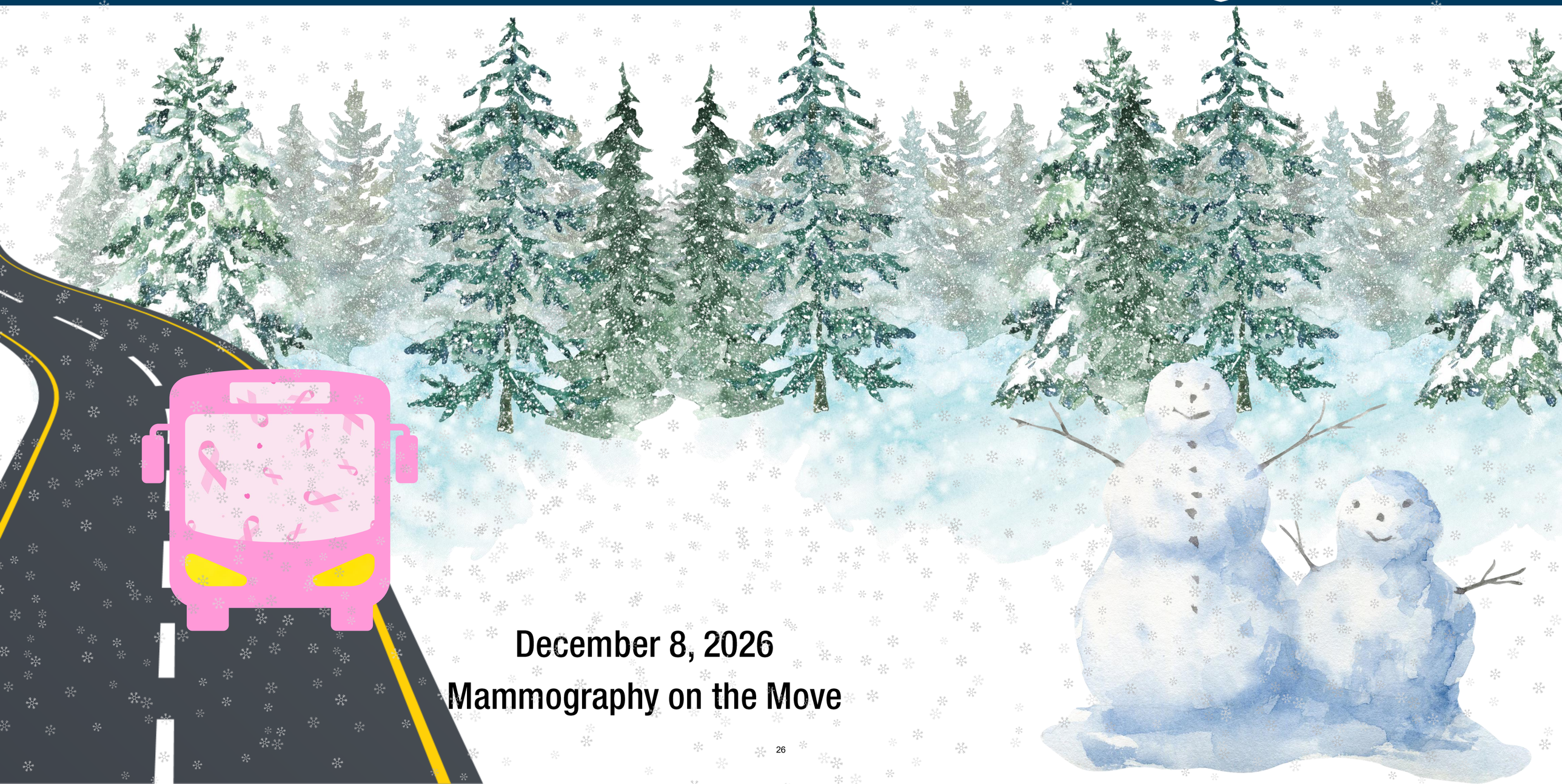
Benefiting the HelpWest Benevolence Fund





Upcoming Events December

UNIVERSITY OF WEST GEORGIA



December 8, 2026

Mammography on the Move

Introduction to the Unified ERP Program



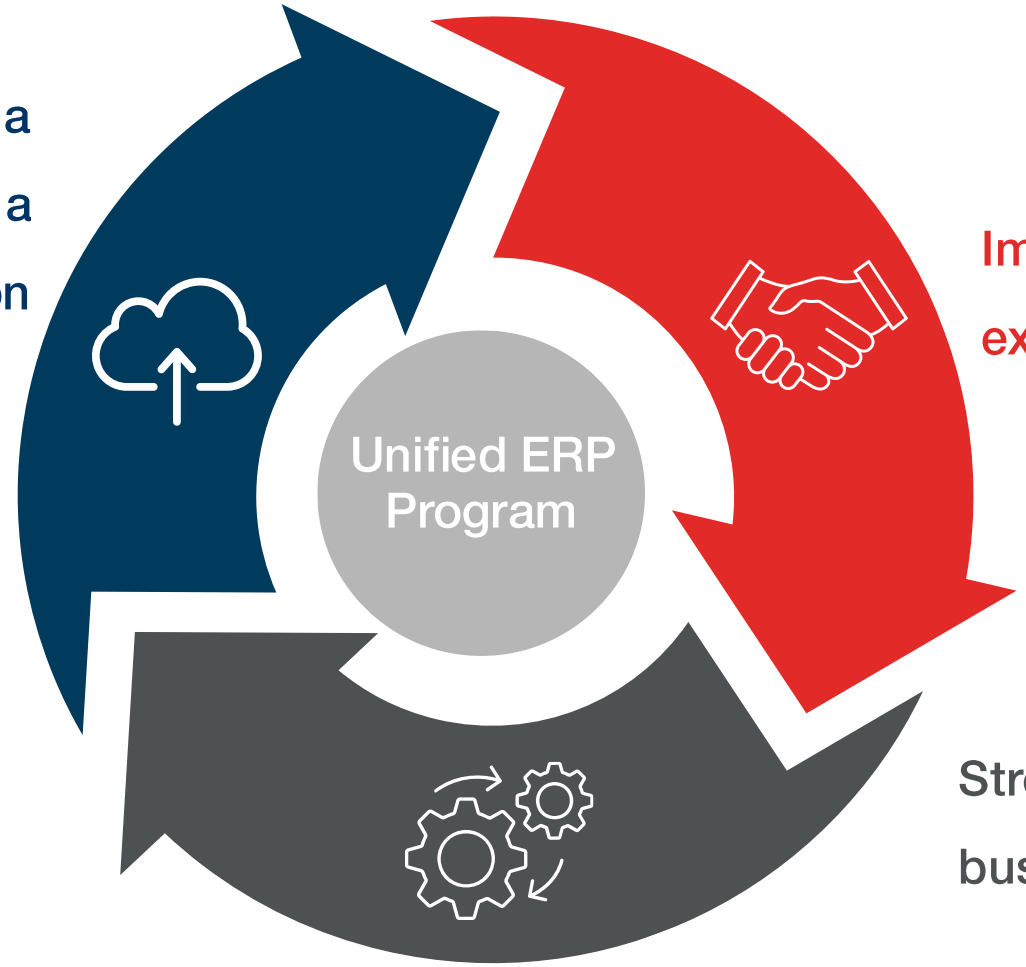
Rodney Snider
Deputy CHRO / Director of HR
Administration

What is the Unified ERP Program?

UNIVERSITY SYSTEM OF GEORGIA

Replacing current institutional legacy systems: Human Capital Management (HCM) and Financials (FIN)

Unify technology into a single, Software as a Service (SaaS) solution



Improve stakeholder experience element

Streamline core business processes

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What is an ERP?

UNIVERSITY SYSTEM OF GEORGIA

ERP stands for Enterprise Resource Planning



Software solution that integrates & manages an organization's core business processes, including Finance and Human Resources

Examples include PeopleSoft, Workday, Oracle NetSuite, etc.

Benefits include improved accuracy and productivity, improved reporting, increased efficiency and increased collaboration

Program Intentions

UNIVERSITY SYSTEM OF GEORGIA



Implement uniform business processes



Centralize support teams



Address looming end-of life considerations for current systems



Address resource constraints



Keep cost escalators down



Reduce cybersecurity risk



Provide a better student, faculty & staff experience



Improve data analysis and reporting across the system

Program Timeline

Each Phases's Purpose

