

Employment Actions Related to the Consolidation of Georgia State University and Georgia Perimeter College

1. On January 16, 2015, the Board of Regents of the University System of Georgia (“BOR”) voted to consolidate Georgia State University and Georgia Perimeter College and to confirm Dr. Mark P. Becker as the President of the consolidated institution.
2. On July 9, 2015, President Becker announced the senior leadership team of the consolidated institution and the creation of a college administrator position to lead the new Perimeter College. An internal search led by a search committee comprised of representatives of both Georgia State University and Georgia Perimeter College is underway.
3. Subsequent positions within the consolidated Georgia State University organizational structure will be filled utilizing a number of strategies. Where there is a clear match between position requirements in the consolidated institution and qualifications of a particular individual, such individual may be appointed (regardless of his/her previous institutional affiliation). Where there is no clear match, or where there are multiple potential matches, a competitive process will be used to identify the successful candidate. The competitive process may include the supervisor reviewing candidates’ resumes in relation to the requirements of the position, interviewing candidates when necessary, and then selecting the most qualified candidate. Additionally, there may be certain positions where a supervisor may conduct an external search for a position if there are no qualified Georgia State University or Georgia Perimeter College employees for such position in the consolidated institution. Finally, as appropriate, supervisors will review positions to ensure that accurate and updated Position Review Forms and job duties are on file for all retained employees. Human Resources has been working with Vice Presidents and others to ensure that the processes followed by the various divisions are in compliance with Georgia State University’s policies and procedures, including equal opportunity reviews.
4. The above process may result in the need for a reduction in the number of employees/positions in the consolidated institution. However, any reduction in the number of employees/positions resulting from the consolidation will not be implemented until the consolidation is approved by the BOR, currently scheduled for January 2016.
5. Reductions in the number of employees/positions will be in accordance with the Georgia State University Reduction in Force Policy, which provides affected employees with a minimum of 90 days’ notice. During this notice period, affected employees may be asked to continue working in their positions, directed to participate in Transition Centers at GPC or GSU, or instructed to work remotely on knowledge transfer documents. The assignment will be decided by the head of the affected department, or his/her designee (e.g., a direct supervisor) based on the needs of the department.

6. If a department determines there is a need to inform an employee prior to consolidation approval that he/she will be subject to a reduction in force following consolidation approval, the head of a department, or his/her designee (e.g., a direct supervisor) and Human Resources will inform the employee of the reduction in force including that such action will be pending subject to approval of the consolidation by the BOR in January 2016. Once the consolidation is approved, the employee will be notified of the reduction in force and provided 90 days' notice in accordance with the Georgia State University Reduction in Force Policy.

If an employee moves into a new position and his/her current salary fits within the Georgia State University established pay grades and broad bands, his/her salary will be maintained. If an employee's current salary exceeds the range maximum for the new position, the manager, with assistance from Human Resources, will determine a reduced salary that fits within Georgia State University's established pay structure, and the employee will decide whether to accept the position at the reduced salary or resign his/her employment. Alternatively, the manager, with assistance from Human Resources, may determine that the employee may maintain his/her current salary and freeze equity adjustments. If an employee chooses not to accept the position with the reduced salary, and the reduced salary represents more than a 10% reduction of the employee's current salary, the employee will be given the opportunity to resign effective within a 90 day notice period.

In limited circumstances when facts warrant it, where an employee's job duties in the consolidated institution are greater than his/her current job duties, there may be targeted, case-by-case adjustments to such employee's salary.

7. When possible attrition should aid in minimizing the need to reduce employees/positions.
8. Throughout this process, reductions in force, position reclassifications, new hires, and salary considerations will be conducted in accordance with Georgia State University's current practices, including equal opportunity reviews (these practices being also recommended for use by the Consolidation Implementation Committee during the consolidation process).