

Faculty Senate
Draft Meeting Minutes
June 11, 2021
Approved June 18, 2021

1. Call to Order

Chair Williams called the meeting to order at 1:05pm.

2. Roll Call

Present:

Barbour, Barrett, Branyon, Cheng, Corley, DeWeese, Elman, Erben, Faucette, Fuentes, Gault (Gilles sub.), Geyer, Gordon, Graffius, Green (Ponder sub.), Hadley, Hill, Hodges, Ivory, Jara-Pazmino, Kellison, Kimbrel, Kniess (Varga sub.), Koczkas, Kramer, Lew Yan Voon, Ly, MacKinnon, McKendry-Smith, McLean, Nickell, Ogletree, Pashia, Pazzani, Richter (Caramanica sub.), Santiago, Scullin, Self, Skott-Myhre, Snipes, Sterling, Swift, Towhidi, Van Valen, Wadlington, and Wofford

Absent:

Boumenir, Hansen, Mbaye, Pencoe, and Rees

3. Minutes

A) The April 16, 2021 Meeting Minutes were approved electronically on April 23, 2021.

4. Administrator Reports

A) Report from the President

- *The new Richards College of Business building is nearly completed and is on schedule.*
- *The final design for the Humanities Building Renovation Project is almost ready and will be submitted to the Board of Regents and the USG soon for their approval.*
- *There are no updates as yet on the Chancellor search.*
- *President Kelly provided more information about the separation of the Division of Student Affairs and Enrollment Management into two separate offices (see [June 11, 2021 Zoom Meeting](#), beginning at 23:10). The reorganization will allow us to become a more organized and competitive marketplace, as well as provide better focus on enrollment strategies within the areas of recruitment, retention, and graduation. Vice President Fortune will continue to serve as Vice President for Student Affairs, while the search for a new Vice President for Strategic Enrollment Management begins soon. VP*

Fortune will continue to serve as head of both divisions until the VP for Strategic Enrollment Management is hired. The functions of this reorganized unit will include Undergraduate Admissions, Financial Aid, the Center for Adult Learners and Veterans, International Student Admissions and Programs, and New Student Programs.

- *Orientation Programming has moved away from the two 8-hr-day program to smaller pods with more customized personal service and attention. We are offering 126 Orientation Sessions this summer.*
- *Please help us congratulate undergraduate student and Men's Basketball player Michael Zabetakis, who was awarded the Gulf South Conference Commissioner's Trophy, the league's top individual award, last week.*

B) Report from the Provost

- *We are back to normal operations in the fall with in-person on-campus courses as well as online and hybrid options. We are seeing a rise in demand for online classes, but still have a robust number of hybrid and in-person classes as well.*
- *The Provost provided more information regarding the investment in classroom improvements and upgrades as well as livestream (see [June 11, 2021 Zoom Meeting](#), beginning at 37:40). Dr. Preston stated that all recorded lectures will be posted within CourseDen with firewall protection in order to safeguard and maintain privacy compliances. With regards to the perspectives of review, oversight, permissions, and pedagogy, he recommends that we take two approaches: (1) what is the technology, and (2) what does the enhancement provide for us. IT will be providing User Guides, tutorials, and numerous resources for faculty in the coming weeks.*
- *Summer enrollment is up and on par with last summer's numbers.*
- *Letters of Recommendation are now optional for faculty applicant portfolios. They can be required if search committees would like to require them, but they are not required by the university as a whole.*
- *The Provost provided a brief update on the searches for Vice Provost and Vice President for Innovation and Research (see [June 11, 2021 Zoom Meeting](#), beginning at 43:28).*
- *The deadline for applications for Director of the Office of Education Abroad program has been extended into September. The Advisory Council for this unit meets regularly in*

order to ensure that our education abroad programs remain vibrant and meet the changing needs and interests of our students and faculty.

- *Our SACSCOC reaffirmation of accreditation is targeted for about two years out, but we are working towards a robust and inclusive opportunity for faculty and groups of faculty to propose QEP areas of focus. Faculty will have many opportunities to provide feedback and comment before we coalesce around a university-wide QEP in the spring that can be applied broadly for students in all majors and all programs. This will allow us to implement it in earnest well before our reaffirmation visit.*
- *UWG is planning faculty and student led Summer Camps for Summer 2022 (see [June 11, 2021 Zoom Meeting](#), beginning at 47:39). These will not only provide more community engagement, but they will provide great opportunities for recruitment by introducing potential students to UWG much earlier.*
- *The Provost spoke at length about the ongoing comprehensive analysis of programs (see [June 11, 2021 Zoom Meeting](#), beginning at 50:00). A significant amount of data has been collected and passed on to the Deans. While there is a focus on credit hour production, enrollment, and DFW rates, there is considerable focus on providing students with options and flexibility within distinct and competitive co-curricular programs.*

Q&A:

- *When asked about expected enrollment numbers for incoming freshmen this fall, as well as the expected or current retention rate for the fall, President Kelly stated that it was too early to give exact numbers (see [June 11, 2021 Zoom Meeting](#), beginning at 53:41). Students tend to act later at regional comprehensive universities like ours, and enrollment and registration roll outs occur on a slightly more delayed scale. The Provost added that prospective students attend multiple college and university orientations before making a final decision, and our orientation and enrollment strategies are focused on remaining competitive within these trends. Enrollment is a moving target and both our aspiration and our expectation is flat enrollment. President Kelly and Provost Preston responded to a few follow-up questions regarding decreased enrollment numbers in May and how those numbers have changed in June (see [June 11, 2021 Zoom Meeting](#), beginning at 1:03:33).*

- *When asked about the budget and where the new money was coming from for additional VP positions and other new items that are being added, President Kelly stated that we should not expect new money (see [June 11, 2021 Zoom Meeting](#), beginning at 59:38). Instead, we have to rely on the resources that we have available to us, and there is a high bar for scrutiny from the Board of Regents. We are taking resources that currently exist and we are trying to make them work harder by taking dollars that were not used as effectively to get the desired outcomes of the university and reinvesting them in places where we will get those desired outcomes.*
- *President Kelly provided more information on UWG's change in marketing firms from Mindworks to Crawford Strategy, who is now onboarding (see [June 11, 2021 Zoom Meeting](#), beginning at 1:07:12). This led to a discussion of various marketing strategies employed by UWG, as well as some information on our current social media metrics and analytics.*
- *When asked about the number of open positions in Student Affairs, President Kelly stated that the delay in filling those positions was largely caused by the nature of the critical hire process within the state of Georgia (see [June 11, 2021 Zoom Meeting](#), beginning at 1:11:04). State approval is required for any recruitment and/or filling of any open position, which causes delays.*
- *Regarding the search for a new Dean of the College of Education, the Provost stated that they have ended the current search and have asked Interim Dean Smith to continue in that position while they revisit the search in the upcoming academic year.*

5. Committee Reports

Committee III: Academic Policies Committee (Emily McKendry-Smith, Chair)

Action Item:

- A) Shared Faculty Governance Procedures for Academic Policies and the Faculty Senate Academic Policies Committee (**Figure 1**)

Request: Approve

Item approved unanimously.

Information Item:

- A) Jennifer Edelman will serve as chair of the Academic Policies Committee for the 2021-2022 Academic Year.

Committee X: Rules Committee (Angela Branyon, Chair)

Action Item:

A) UWG *Policies and Procedure Manual* (**Figure 2**)

1) Article IV, Section 2. J.

Request: Modify

Item approved with 36 in favor, 0 opposed, and 2 abstentions. This item will be brought to the General Faculty for a vote in August 2021 according to Article IV, Section 3 of the UWG Policies and Procedures Manual.

Committee XII: Teaching, Learning and Assessment Committee (Rebecca Gault, Chair)

Action Item:

A) Policy Proposal for Faculty Handbook Video/Audio Recording and Live Streaming of Classes (**Figure 3**)

Request: Approve

Incoming Chair of the Teaching, Learning, and Assessment Committee Dr. Swift fielded a few questions about how the Video/Audio Recording and Livestreaming of in person classes affected attendance, and it was determined that attendance policies are written at the discretion of the individual course instructor as per the Faculty Handbook and they can be written in a way that addresses the Video/Audio recording and Livestreaming of any class meeting (see [June 11, 2021 Zoom Meeting](#), beginning at 2:11:35). Dr. Drake confirmed that while the decision to use Cares funding on these classroom upgrades came at the executive level, faculty are not required to implement Video/Audio Recording and Livestreaming into their teaching. Instead, the reasoning was that we would have certain technologies in place as we evolve and progress as an institution.

After some discussion regarding concerns over the usage of the term instructor and whether the language in this proposed policy clearly indicates a faculty member's individual choices, two friendly amendments were proposed to change the proposed language as follows:

“Instructors decide upon the use of new technologies” now reads “Each course instructor decides upon the use of new technologies.”

“When faculty choose to record and/or live stream” now reads “When a course instructor chooses to record and/or live stream.”

The proposed friendly amendments passed with no objections, and the proposal passed with 36 in favor, 0 opposed, and 1 abstention.

6. Old Business

A) New Faculty and Staff Parking Fees for 2021-22 (**Figure 4**)

Vice President of Business and Financial Services Haven spoke at length about the reasonings behind the parking fee increase, specifically noting declining enrollment, the pandemic, and increased operating costs (see [June 11, 2021 Zoom Meeting](#), beginning at 1:17:48). VP Haven also provided additional information regarding servicing accrued debts from parking as well as the pay scale put into place for the upcoming academic year.

7. New Business

8. Announcements

A) [UWG Family Cookbook](#) HelpWest Fundraiser, Julia Farmer

The HelpWest Committee is planning a fundraiser to create a UWG family cookbook, and Faculty and Staff are encouraged to share a favorite family recipe or two. This effort will serve our UWG employees who are experiencing emergency financial situations and are in need of a quick fund to pay a bill. The recipe book will be compiled with illustrations from the students in the UWG Art Department and from the children in the UWG Early Learning Center. They hope to have the UWG Cookbook ready to sell in the early fall. To submit a recipe for inclusion, please click the link above.

9. Adjournment

The meeting adjourned at 3:40pm.

Figure 1

Procedures for Bringing Items from the Academic Programs Committee to the Faculty Senate

1. The following are examples of **action items** to be voted on by the Senate:
 - Items involving undergraduate academic policies
 - Items involving undergraduate admissions policies
 - Changes to the Faculty Handbook
 - Withdrawal policies
 - Recommendations made by the Academic Policies Committee
2. The following are examples of **information items** for the Senate:
 - Items regarding credit for prior learning
 - Items regarding where information is housed
 - Creation of course designations in Banner (e.g., sustainability, service learning)
 - Items regarding policies of the Honors College
 - Revisions to policy-related forms
 - Policies implemented by USG

Procedures for Bringing Items to the Academic Policies Committee

1. The following are examples of **action items for the Academic Policies Committee**:
 - Items involving undergraduate academic policies
 - Items involving admissions policies
 - Creation of course designations in Banner
 - Changes to the Faculty Handbook
 - Withdrawal policies
 - Revisions to policy-related forms that are created by the committee
2. The following are examples of **information items for the Academic Policies Committee**:
 - Items regarding credit for prior learning
 - Items involving where information is housed
 - Items involving policies of the Honors College
 - Revisions to policy-related forms that are created by outside parties

Figure 2: *UWG Policies and Procedures Manual*

Modification of Article IV, Section 2.J.

Faculty Senate Organization: Standing Committee Membership and Purpose

Note: This item will be brought to the General Faculty for a vote in August 2021 according to Article IV, Section 3 of the UWG Policies and Procedures Manual.

APPROVED REVISED VERSION

J. Standing Committee, Membership and Purpose Each Faculty Senate Committee shall be assigned Senators to its membership. Such assignments will be made by the Senate Executive Committee in consultation with the expressed preferences of each Senator.

1. Undergraduate Programs Committee

Purpose: to receive and consider requests for modifications to the undergraduate curriculum as specified in the [UWG Shared Governance Procedures for Modifications to Academic Programs](#) and to advise the Provost and Vice President for Academic Affairs on said requests; as well as to review comprehensive program reviews.

Membership: ten Senators; one faculty member elected from each of the major academic units (colleges, schools and the library); four administrators: the Registrar, a Provost appointee, the Dean of the Honors College, and the Executive Director of Interdisciplinary Programs; one student, appointed by SGA. (Total: 22)

2. Graduate Programs Committee

Purpose: to receive and consider requests for modifications to the graduate curriculum as specified in the [UWG Shared Governance Procedures for Modifications to Academic Programs](#) and to advise the Provost and Vice President for Academic Affairs on said requests; to recommend policies and procedures concerning graduate programs, curriculum, admissions, transfers, admission to candidacy, eligibility for graduation, and appeals; to advise on incorporating diversity and inclusion into curricula as appropriate; as well as to review comprehensive program reviews, and to develop policies regarding graduate faculty.

Membership: six Senators; one faculty member elected from each of the major academic units (colleges, schools, and the library); two administrators: the Dean of the Graduate School and one appointed by the Provost; the Registrar; one student, appointed by the Dean of the Graduate School. (Total: 17)

3. Academic Programs Committee

Purpose: to recommend policy and procedures concerning advising, undergraduate admissions, retention, progression and graduation, registration, University calendar, class scheduling, final examination scheduling, testing, advanced placement and other programs regarding dual enrolled students, commencement, and catalog-- including catalog content;

to consider undergraduate student petitions for exceptions to academic policy, including graduation requirements, as authorized by the Provost and Vice President for Academic Affairs; and to advise with respect to Admissions, Enrollment Management, Learning Support, Testing, Registrar, Registration and Records. It is recommended that members of this committee also serve as Senate representatives on non-Senate university committees designated for decision making regarding the above items. The chair of the Academic Policies Committee will represent the Senate on the university calendar committee.

Membership: four Senators; one faculty member elected from each of the major academic units (colleges, schools, and the library); three administrators: the Registrar, one appointed by the Provost, and one appointed by the liaison for diversity, equity, and inclusion appointed by the Provost's Office; one student appointed by the SGA. (Total: 15)

4. Faculty Development Committee

Purpose: to recommend policy concerning appointments, promotions, tenure, grievances, discipline and dismissals; to serve as the Faculty Hearing Committee in accordance with the Board of Regents established faculty grievance process; to determine the allocation of UWG funded grant support; to serve in an advisory capacity on faculty and institutional research, institutional diversity, sponsored projects, and other faculty development issues as may be requested by administration. It is also recommended that a member of this committee serve on the university's advisory committee on honorary degrees.

Membership: five Senators; one faculty member elected from each of the major academic units (colleges, schools, and the library); three administrators: one appointed by the Provost and Vice President for Academic Affairs; one appointed by the liaison for diversity, equity, and inclusion appointed by the Provost's Office; and the University Counsel. (Total: 16)

5. Institutional Planning Committee

Purpose: to recommend policy concerning University purposes and goals (and to evaluate their degree of suitability and attainment), academic planning and growth, including the integration of technology into the strategic mission of the University, and SACSCOC and specialized accreditations; to advise regarding the development of Quality Enhancement Plans (QEP) and campus development; and to monitor the implementation of the University's strategic plan. IPC Senators also represent the Senate and the Faculty on university committees that deal with SACSCOC, QEP, and the Strategic Plan.

Membership: four Senators; one faculty member elected from each of the major academic units (colleges, schools, and the library); two administrators: the Associate Vice President for Institutional Effectiveness and Assessment and one appointed by the Provost and Vice President for Academic Affairs; one student, appointed by SGA. (Total: 14)

6. Facilities and Information Technology Committee

Purpose: to serve in an advisory capacity to the Vice President for Business and Financial Services and the Vice President and Chief Operating Officer for Administrative Services; to recommend policy and procedures concerning campus planning and development, auxiliary services, campus security and safety, campus facilities and services such as network, telephone,

server, other IT systems, mail services, parking and traffic control, physical plant, and environmental and sustainability issues. It is recommended that members of this committee be invited to serve on related committees across campus, e.g., technology committees, Vehicle Incident Review Panel.

Membership: three Senators; one faculty member elected from each of the major academic units (colleges, schools and the library); five administrators, one appointed by the Provost and Vice President for Academic Affairs; one by the Vice President for Business and Financial Services; one by the Vice President and Chief Operating Officer for Administrative Services; one by the Senior Associate Vice President for Auxiliary Enterprises and Business Services; one by the Assistant Vice President for Information Technology; one student, appointed by SGA. (Total: 16)

7. Student Affairs and Intercollegiate Activities

Purpose: to foster a collaborative environment between faculty and students in co-curricular affairs and activities that ensures student success and a positive student experience across campus and within the community. As a result, the committee has two relationships with the administration. The committee serves in a facilitative and advisory capacity to the Vice President for Student Affairs and Enrollment Management regarding policy and procedures concerning financial aid, orientation, housing, health, career and counseling services, student security and safety, student discipline, student publications, student organizations and government, student development, internship programs, and other student matters referred to the committee. Equally important, it serves in a facilitative and advisory capacity to the Director of Athletics, to advise on policy and procedures concerning student athletic admission standards, athletic budgets, program expansion or reduction, and membership in associations; advise on policies and procedures to improve and promote student athlete experience and academic success; and to support the enforcement of conference, association and accreditation rules and regulations. The committee will also collaborate with the Department of Student Success, the Civic Impact and Leadership, the Department of Multicultural Achievement, and the Bookstore to ensure that students across campus have access to the support needed to feel welcome and included in the West Georgia community. It is recommended that members of this committee be invited to serve on related committees across campus, e. g., SAFBA, athletic budget, recruitment, graduation ceremony planning committee. The Athletics subcommittee of this committee will serve in an advisory capacity to the Director of Athletics, to advise on policy and procedures to improve and promote student athlete experience and academic success. The committee will foster a collaborative effort with Athletics and University Advancement to ensure student success across campus. The members of this sub-committee will be chosen by the committee as a whole, and will consist of 3 Senators and 3 Representatives.

Membership: six Senators: one faculty member elected from each of the major academic units (colleges, schools and the library); the University's NCAA Faculty Athletics Representative; four administrators: one appointed by the Provost and Vice President for Academic Affairs, one by the Vice President for Student Affairs and Enrollment Management, one by the Dean of the Graduate School, and the Director of Athletics; three

students, one appointed by SGA, one student athlete, and one appointed by the Dean of the Graduate School. The University's NCAA Faculty Athletics Representative; the Director of Athletics; and the student athlete will sit on the Athletics subcommittee. (Total: 21)

8. Budget Committee

Purpose: to serve in an advisory capacity to the Vice President for University Advancement and Vice President of Business and Financial Services; to review the budget of the University and make recommendations regarding prioritization, distribution, and implementation to the President and the Vice Presidents of the University; and to consult on discussions concerning salaries and benefits.

Membership: five Senators; one faculty member elected from each of the major academic units (colleges, schools, and the Library); five administrators: the Director of Budget Services and one each appointed by the Provost, the Vice President for Student Affairs and Enrollment Management, the Vice President for Business and Financial Services, the Vice President for University Advancement; one student, appointed by SGA. (Total: 18)

9. Rules Committee

Purpose: to review and make recommendations to the Faculty Senate regarding the structures, composition and organizational aspects of the Faculty Senate and its committees and the rules under which they operate; to resolve disputes between Senate committees, to recommend clear, transparent, efficient, and effective rules for faculty participation in shared university governance; to consider appeals for cases of alleged violations to the rules; to recommend and to coordinate revisions and updates to the *UWG Faculty Handbook, Statutes, Bylaws, Policies, and Procedures*, and any operating protocols the Senate establishes.

Membership: five Senators; one faculty member elected from each of the major academic units (colleges, schools, and the Library); two administrators: the University General Counsel; and one appointed by the Provost. (Total: 14)

10. Diversity and Internationalization Committee

Purpose: to advise the liaison for diversity, equity, and inclusion appointed by the Provost's Office; to advise the Center for Diversity and Inclusion; to advise on issues of internationalization; to advise and consult regarding adherence to Title IX requirements; to advise on incorporating diversity and inclusion into curricula as appropriate. One member of the committee will represent Faculty Senate on the Education Abroad Advisory Council. It is also recommended that a member of this committee serve on other related committees across campus, e.g. Presidential Committee on Campus Inclusion.

Membership: three Senators; one faculty member elected from each of the major academic units (colleges, schools, and the Library); four administrators: the University General Counsel, one appointed by the Director of International Student Admissions and Programs, one appointed by the Provost, a liaison for diversity, equity, and inclusion appointed by the Provost's Office; and one student, appointed by SGA (Total: 15)

11. **Teaching, Learning, and Assessment Committee**

Purpose: to advise the following campus entities on teaching, learning, and assessment especially as they relate to diversity, equity, and inclusion:

- the Provost and Vice President for Academic Affairs;
- the Vice President for Information Technology and Chief Information Officer;
- the Center for Teaching and Learning;
- the Executive Director of Extended Learning (eCore, Continuing Education, Distance and Distributed Education, UWG Newnan, and UWG's eCampus affiliations);
- the Office of Institutional Effectiveness and Assessment;
- the QEP Committee.

It is recommended that members of this committee be invited to serve on related committees across campus, e.g., technology fees committee, assessment committee.

Membership: three Senators; one faculty member elected from each of the major academic units (colleges, schools, and the Library); four administrators: one appointed by the Provost and Vice President for Academic Affairs, one appointed by the Associate Vice President for Information Technology and Chief Information Officer, one appointed by the Executive Director of Extended Learning, and the Director of Assessment; one student, appointed by SGA. (Total: 15)

Figure 3

UWG Faculty Handbook

Video/Audio Recording and Live Streaming of Classes

APPROVED POLICY TO BE ADDED TO THE FACULTY HANDBOOK

Each course instructor decides upon the use of new technologies including, but not limited to, video/audio recording and/or live streaming of synchronous classes taking into consideration the following:

- College, department, or program guidelines;
- Individual professional judgment of pedagogical and student needs;
- Compliance with state and federal laws including ADA and FERPA.

When a course instructor chooses to record and/or live stream a synchronous course or individual class session, they must communicate this to the students verbally and in writing through the course syllabus or course management system.

Figure 4: Excerpts from the April 16, 2021 Faculty Senate Meeting Minutes (Approved April 23, 2021) Relative to June 11, 2021 Faculty Senate Agenda Old Business Line Item A

Excerpt 1: [pp. 11-12 of the April 16, 2021 Faculty Senate Meeting Minutes](#)

Committee VII: Facilities and Information Technology Committee (John Hansen, Chair)

Information Items:

A) Parking Policy Changes for the 2021-2022 Academic Year (**Figure 6**)

*There will be an increase in parking fees for employees on campus as outlined in **Figure 6**. After several questions related to this increase in parking fees, the drop in revenue from campus parking, the impact of covid on this revenue source, how campus shuttles factor into this fee structure, and the use of past revenue surplus on any parking budget debts incurred since FY19, the conversation turned to faculty concerns regarding why these fee increases were not taken to or discussed by the Faculty Senate Budget Committee, why they were not put on the UWG Website for feedback, and whether the increase of parking fees would cover shortfalls in other areas of the campus budget. Chair Williams moved to continue this discussion under new business as the increase in parking fees was an information item and not an action item that required Faculty Senate approval. (See [April 16, 2021 Zoom Meeting](#), beginning at 2:09:13).*

B) Yvonne Fuentes will serve as the Chair of the Facilities and Information Technology Committee for the 2021-2022 Academic Year

Excerpt 2: [p. 13 of the April 16, 2021 Faculty Senate Meeting Minutes](#)

7. New Business

C) Parking Policy Changes for the 2021-2022 Academic Year

*After a continued discussion of the information item presented by the Chair of the Facilities and Information Technology Dr. John Hansen in **Figure 6**, Chair Williams made a motion, using the ideas and wording suggested by Dr. David Nickell, to recommend that the policy described in Dr. Hansen's report not be implemented until the matter is studied and faculty questions are answered. The motion was seconded and passed with a vote of 35 in favor, 2 opposed, and 2 abstentions.*

**Figure 6: Points of Information from Facilities and Information Technology Committee
Changes in the Parking Policy for 2021/2022**

There will be an increase in parking fees in the 2021-2022 academic year. Comparing the financials for year 2019 with that for year 2021 the revenues from fees and citations are shown below:

	<u>Fy2019</u>	<u>*Fy2021</u>
Fees	\$1, 618, 231	\$1, 472, 475
Citations	<u>\$ 255, 725</u>	<u>\$ 135, 000</u>
	\$1, 873, 956	\$1, 607, 475

While the debt service for 6243 parking spaces, operations, equipment, and staffing came to

Parking Spaces	\$ 486, 000	\$520, 000
Operations/Equip.	\$ 329, 954	\$273, 475
Staffing	<u>\$1, 054, 802</u>	<u>\$814, 000</u>
Surplus / Loss	\$ 3, 200	\$ 0

*Number of drivers for 2021 have been reduced from 23 to 12.

UWG's administrative parking fees are not in alignment with that of comparable universities in the state. The list below shows comparisons.

UWG	\$15 annual
Georgia Southern:	\$100
Kennesaw State:	\$276 Premium, or Economy \$120
Valdosta State:	\$85 Faculty and Administration, \$45 Staff
Augusta:	\$180 (Summerville location), \$1020 (reserved), \$60 (part-time)
Georgia College:	\$120
North Georgia:	\$200 for full time, \$100 for part time
Columbus State:	\$90, Reserved Spaces: \$180

To help cover projected costs in 2022 a sliding parking fee is being implemented, where the parking fee will be adjusted to salary, shown in the table below.

Fy2022 Parking Fees for Faculty and Staff Sliding Scale Model

Annual Pay/Salary Scale	Fall/Spring	At Current (\$15)	Annual Fee (approx.)	Annual Fee Revenue Generated
0 to 34,999	299	\$4,485	\$15	\$4,485
35,000 to 34,999	386	\$5,790	\$35	\$13,510
50,000 to 74,999	518	\$7,770	\$50	\$25,900
75,000 to 99,999	150	\$2,250	\$75	\$11,250
100,000 to 124,999	66	\$990	\$100	\$6,600
125,000 to 149,999	23	\$345	\$125	\$2,875
150,000 to 174,999	10	\$150	\$150	\$1,500
175,000 to 199,999	3	\$45	\$175	\$525
199,000 to 250,000	8	\$120	\$200	\$1,600
	<u>1,463</u>	<u>\$21,945</u>		<u>\$68,245</u>