General Questions

What is the purpose of a Comprehensive Administrative Review?

The Comprehensive Administrative Review (CAR) will provide an in-depth and critical look at administrative functions across the University System. The USG wants to be certain it spends the funds it receives in an efficient manner while maintaining high-quality education.

Why are we doing this now?

The time is right for the University System to look itself in the mirror. The landscape of higher education has changed significantly over the past decades ranging from the focus on completion to the impact of technology and increased compliance requirements from all levels of government. A fundamental question emerges from this reality, i.e., is the USG structured and organized to best address these trends while more effectively and efficiently achieving our core mission? The administrative review will help the USG address this question.

What are the benefits of the Comprehensive Administrative Review?

It will help the USG better understand how it is structured to deliver administrative services at the University System Office, institutions, and across the University System of Georgia as a whole. As a system for public higher education, the USG has the ability to leverage best practices and economies of scale to the benefit of the USG and its stakeholders.

The CAR will also help to build on efforts already underway to improve efficiency and increase effectiveness across the USG. Streamlining services, system standardization, and process changes are required to achieve savings and sustainability to better serve our students, without increasing costs. A comprehensive examination of how the System and the institutions are administered in light of the new realities in higher education will help ensure the USG is fulfilling its mission today and tomorrow.

Why are faculty positions not being reviewed?

The Comprehensive Administrative Review is focused on administrative functions only. Core faculty activities, such as teaching and research, will be exempt from the review. The review will consider administrative costs, processes, etc. within both non-academic and academic departments.
Who will lead the Comprehensive Administrative Review Process?

Kyle Marrero, president of the University of West Georgia will lead a steering committee comprised of representatives from USG institutions to ensure accountability, structure and direction. While the USG may engage external assistance to analyze the data, John Fuchko III, vice chancellor for organizational effectiveness, will lead the day-to-day management of this process.

Will the Comprehensive Administrative Review committee be empowered to make decisions or only recommendations?

Many of the decisions will effectively be made at the working group or committee level, while some decisions will remain with the presidents, the Chancellor or the Board of Regents and provided as recommendations from the working group or committee.

What’s the timeline for the CAR and will decisions be published?

It’s anticipated there will be two primary phases, but it could expand to one or more additional phases. Phase 1 will begin with the University System Office and four to six institutions. Phase 2 will include the remaining institutions. Each phase will take 8-16 months to fully complete and may overlap. The final reports will be published to the CAR website.

How much money is expected to be saved by this initiative?

It is too early in the process to determine how much money may be saved. The Administrative Review should result in opportunities for savings to provide greater affordability and access for USG students, strengthen the core academic enterprise, and improve student support services.

How will savings be used to provide greater affordability for students?

Higher education has undergone fundamental changes in who enrolls and why, how instruction is delivered, and how it is paid for. Actual savings will vary by institution but could result in cost avoidance, lower fees, and/or enhanced services.

Will there be layoffs?

Over the course of this review, job reductions may be identified and positions could be redirected or eliminated. Given the timeline, we expect potential reductions in positions may be achieved through attrition, such as when a vacancy occurs and the open position is not backfilled. But pending the review process, there may be instances when filled positions are redirected or eliminated. However, it is early in the process and updates will be provided over the course of the comprehensive administrative review.

If you have additional questions or comments please submit them using the Contact Us form on this website.