UNIVERSITY SYSTEM OF GEORGIA (USG) FACULTY COUNCIL

October 28, 2016
Darton State College
Student Center Rm. 252
8:30 a.m. – 5:00 p.m.

THE MINUTES
USG Faculty Council Chair, Victoria Smith-Butler (VS-B), Presiding

Meet and Greet
Coffee and snacks served (8:30-9:00)

I. WELCOME

VS-B: Introduction of visitors; welcome to Darton State College (9:05)

Interim President, Dr. Richard Carvajal, Darton State College

- Welcome to Darton State College and the new Albany State University
- Opportunity to pursue excellence in a different way
- Dr. Art Dunning will be the new president
- We are in the opportunity business
- We change lives

II. CALL TO ORDER: 09:12 EDST

USGFC Chair, Professor Victoria Smith-Butler, Darton State College

III. APPROVAL OF THE AGENDA

- Motion to approve: Doug Moodie (DMo) (Kennesaw State University)
- Second: Elizabeth Desnoyers-Colas (ED-C) (Armstrong State University)
- No discussion
- Approved with no nays or abstentions

IV. APPROVAL OF MINUTES

Previous Meeting – April 15, 2016… Professor Victoria Smith-Butler, Darton State College

- Motion to approve: Bob Marsh (East GA State College)
- Second: Scott Pegan (SP) (University of GA)
- No discussion
- Approved with no nays or abstentions

V. REMARKS

a. USGFC Chair, Professor Victoria Smith-Butler (VS-B)

- Life story; Story about FS at alma mater
- Dr. Venn (MV): Helped get FS up and running at Macon State; Introduced Dr. Crafton
- Dr. Crafton (MC): WGSU 1982; Fell in love with the place and stayed; long time faculty member; active in AAUP and FS; temporarily replaced Houston Davis at USG office; LEAP project – Curriculum, Teaching and Learning: Liberal Education in America's Promise, Communication, essential basic skills, and critical thinking, preparation, GA is a LEAP state, GCSU is the lead institution; introduced Dr. Wrigley

b. Executive Vice Chancellor of Administration (and Incoming Chancellor) Dr. Steve Wrigley (SW)

- Born in Kansas; Dad a naval aviator; Later dad worked with FAA in Atlanta; raised in Atlanta; FTIC student at GSU/NWU for PhD; worked in State Senate; worked 10 years with Zell Miller as Lt. Governor and Governor; 5 years as Miller's Chief of Staff; Started International Center at UGA; 2011 Executive Vice Chancellor to December 2016.
- Works to be an advocate of higher education

c. Interim Vice Chancellor and Chief Academic Officer Dr. Michael Crafton (MC)

d. Deputy Vice Chancellor for Academic Affairs Dr. Marti Venn (MV)

VI. MORNING DISCUSSION ITEMS

- VS-B: Try to keep to 5 minutes per issue; Try to get to an actionable idea or direction.

- How can we solidify methods/structures that could be used by the USG to allow faculty input (i.e. Chancellor, presidential searches)?
- Are appointments of high level institutional administrators the new standard at the system office?
  - VS-B: FS leadership (USGFC) does not seem to be part of decisions; the USGFC would like greater input on decisions with regard to university presidents and institutional leaders.
  - SW: The definition of shared governance; the default position is to do a search; circumstances sometimes dictate otherwise (KSU was a unique circumstance; thought would do a search; would put interim in place and then launch a search; but due to public issues/ethical issues on campus – it was a poor environment for a search; GBI investigating various contracts; the institution is strong and growing; knew there would be criticism about no search, but thought it was a good decision under the circumstances.
  - SW: Shared governance is on a continuum between accountability and participation. Board members considered the situation – swayed towards accountability.
  - SW: USGFC is one vehicle for communicating; Higher education is changing rapidly and when we get behind we have to try to catch up.
  - VS-B: Follow-up: 10 of the USG presidents have been appointed, about one-third of the presidents; What ideas do you have to put shared governance in place?
  - SW: There are processes in place for how these are done; Default is to do a search, but cannot promise to always do a search.
  - DMo: What is the process?
  - SW: Chancellor meets with students/faculty to discuss; Need a better process; open to developing
  - Member: Suggestion: if need to do an appointment at least consult with FS president and FS president elect.
  - SW: Can think about it; not a bad idea
  - Neal Thompson (Columbus State University): If there is an emergency, requiring the suspension of shared governance, can a president be appointed for a 5 year term?
  - SW: Presidents only have a one year contract; they have annual evaluations; legal issues with this; would be another type of interim president
  - Jason Sweet (Atlanta Metropolitan State College): Can faculty be involved in assessing the presidents?
  - SW: Presidents are evaluated annually
  - Member: Searches – never any public discussion; Search does not affect process because of privacy issues
  - SW: hard to get good pools; won't apply if public; FL has all open and have difficulties because of openness; protect confidentiality during initial application/selection process; end of process make names public.
  - Peggy Moch (Valdosta State University): VSU has processed a pool of over 70 candidates and is bringing 5 candidates to campus in November.
  - Chadwick Gugg (GA Southwestern University): Have an interim president; feel like have a ship without a captain; Provost also leaving; hard to teach/work under these circumstances.
  - SW: Sometimes it is hard to plan a search; looking at enrollment issues; agrees it has taken too long to get permanent person; close to a decision about direction to go; should hear something by this fall board meeting on 11/9/2016; Call me after the meeting and I will share information.
  - Member: Shouldn't USG get folks to go to campus?
  - SW: Someone was already there and met with administration and faculty; the campus visit was to assess where they were.
- Shared governance and consolidation processes
  - VS-B: What about shared governance and consolidations? What is the mechanism for faculty, students, and alumni to be involved? Angst about not having a seat at the table.
  - SW: The pattern is to look internally at the system; The board looks at these, but does not discuss with campus leadership; scares people, even if the decision to merge is not made; Have thought about some, but did not do them; hard to bring in folks a priori, they would be against it; Ultimately the BOR is charged with the configuration of the organization; USG conceived in 1960's; a lot has changed since then; trying to adapt, change in higher education is rapid; trying to be proactive and responsive; consolidation is one of the hardest decisions board has to make; no perfect way to do it – have to make a decision and then move on.
  - ED-C: Too late – the train has already left the station; living with are they or are they not considering merging is difficult; fence sitting causes angst; not really transparency; just doing it and we help.
  - SW: Understands; does not always know or know timing; he is frustrated about rumors too; His approach is that they do not want to commit and then later change their minds; might decide later.
  - VS-B: Private meetings (confidential) regarding consolidation – is there any way to do this?

- SW: Trying to think about how it would work; No great way to do this; Knows it is not easy.
- Jason Tondro (College of Coastal GA): Changes are being made whether we like it or not. Faculty need to be brought into the discussion.
- SW: Will think about it. Faculty members would need to have an open mind; be willing to look at things from a different perspective.
- Member: Could faculty be brought earlier into the process? Be given an explanation about why? Administrators seem to know much further in advance while faculty are in the dark.
- SW: Administrators do know before faculty.
- SP: How many more?
- SW: Unknown because process is dynamic and fluid; does not have a number in mind; 28 different institutions in January 2017; for the demographics of the state is that still too many? Ideas are still on the table with the Chancellor and the BOR; some institutions are struggling, some are OK; Augusta was the most difficult.
- Becky Sims (South GA State College): Is there a master plan? Flies in the face of creating community – loose clubs, positions, community.
- SW: Doing nothing is not an option. 65 institutions; had to respond and deal with the situation in some way. State resources are tight; not a perfect solution, just one way to do it.
- Scotty Scott (GA AAUP) (SS): When should we tell the children?
- SW: Shouldn't feel that way; Challenges all to come to the discussion with an open mind. He hears us saying we would come open minded and would understand confidential nature; trying to see through an alternative lens is important; trust has to work both ways. Does not think of us as children; did not want remarks to appear that way.
- VS-B: Do you look at the mid process of the consolidations?
- SW: We do evaluate along the way; We have annual looks; updates on enrollments and graduation rates; we do follow up and get reports; recently visited Middle GA to check on progress; people are assigned to do this.
- VS-B: Can the mid-process reports be disseminated?
- SW: Yes, they can be shared; usually can be sent the following year.

o How can the USGFC work proactively to address upcoming campus carry legislation?
- VS-B: Knowing campus gun carry bill will come up again, how can Faculty Senates be proactive?
- SW: This issue is one of the biggest challenges we have. First suggestion – coordinate with the USG government relations team. Sometimes it does not work to send stuff – can be harmful. Key people in the house support the bill, so it passes the house. We can get backlash for other things if we are too aggressive. The carry forward bill which allows for fiscal flexibility with money had to be renewed last year – the sponsor for the bill is also the campus carry guy – so put us in a difficult position. Rules Committee House Leader is for campus carry and it makes these legislators upset when there are tuition increases. Sometimes resolutions from Faculty Senates are good, but best to coordinate with USG government relations folks on campus. We should court legislators in our areas and be nice to them, both the house and senate representatives in your districts.
- VS-B: Will there be monthly meetings related to campus carry?
- SW: Something can be setup for monthly meetings to keep you abreast of developments. Certainly the government relations folks should be invited too.
- VS-B: Thank you Steve, it feels like we have a way to move forward.

o USGFC and Communication with the USG Offices
- SW: Good dialogue; important to establish good communication; will be working on making communication better; Feel free to reach out. Dr. Wrigley left the meeting.

o VS-B: Issues for Dr. Crafton (MC):

o Program prioritization process
- VS-B: Metric for funding going to how many graduating? Need other indicators. Do we differ from other states? What is the justification?
- MC: Gateways to Completion – next meeting is soon. Program prioritization; cards up front, conversion from 12 month to 10 month.
  - New 1-USG system to be paid in 12 equal paychecks as an option in the next 1 -2 years.
  - A lot of differences from institution to institution.
  - Textbooks – huge burden to students both price and access; need to be helping students to succeed; promote lower cost textbooks; trying to get an alliance with GA Public Broadcasting.

- Task forces on faculty work load and faculty annual evaluations; Faculty evaluations are hard to do; Want a simpler system.
- Program prioritization – BOR monitors and reports out numbers, but no decisions are made by the BOR. Production reports are not designed to eliminate faculty; 50% of budget is from tuition and fees: Have to have students to keep a program; There were 600 low performing programs; now there are 300; Institutions are asked to look at adding and subtracting programs; monitor for 3-4 years; Metric for deciding low performing based on degrees conferred: 10 BS/BA; 5 MS/MA; 3 Doctorate. MV and I are working on getting a better metric; Institutions job to get rid of programs that are not working; Need a good Academic Affairs person to listen.

- VS-B: Since the information comes from the BOR, administrators do not feel obligated to provide justifications for removals.
- MV: The BOR never told anyone not to provide justifications; Information is shared with the deans/departments for discussion about removing; some can be combined and be justified by the Provost; housekeeping to eliminate degrees not populated; more due diligence about money; Never decline degrees, but sometimes question; sometimes President decides to use the report to support the elimination of degrees/programs. Don't know the answers; open to suggestions of how to get information to the Provost and faculty. If program is low producing, if no faculty are moved, then there is no cost savings. Have to look at enrollment to keep; look for blends of courses; what options are available; faculty need to be engaged in this process. Need to look at what happens to lost majors.
- Juone Brown (USGFC Immediate Past Chair) (JB): We don't control advising or enrollment. What about the talk of decreasing faculty? Decreased numbers of faculty hurts ability to get grants; The number of administrators seems to be increasing while the number of faculty is decreasing: 100 faculty in 2005 – now 75; 100 administrators in 2005 – now 400. Is anyone looking at this? What about the cost of administrators?
- MC: The percent in an institution versus the percent of support; increased administrator costs, decreased faculty and status; These have not been looked at by the BOR; Minimal metrics for minimum amount of intrusion; concerned about the adjunctification of faculty.
- MV: Nothing is in place at this system; at a former job – if faculty left, they were lucky to get a line.
- MC: When one department increases another department decreases when a faculty member left; when to increase a department is indirect.
- MV: Faculty decreases have been because of budget issues; had to deal with budget deficit; Can host a meeting at board office on this topic. SW is in favor of hosting USGFC meeting at board office.

VII. REPORTS

a. USGFC Chair…..Professor Victoria Smith-Butler, Darton State College

i. Fall meeting will be held at different schools
ii. Spring meeting to be held in the Atlanta area
iii. Need volunteer for Spring 2017 meeting as host

b. AAUP Conference Summary……Dr. Robert Scott (SS), Georgia AAUP President

- SS: AAUP website: www.aaup.org Everyone should be a member; proponents of shared governance and academic freedom; AAUP able to take stands on issues you as an employee cannot do; Topics: evaluation of administrators, presidential searches, faculty involvement, faculty roll in admissions; Red book good resource – written by people like us to address issues; RE: Guns on Campus – AAUP lobbyist, Steve Anthony: Sends out weekly reports; worthwhile reads; Fall AAUP meeting is at HBCU; AAUP representative always attends BOR meetings.
- VS-B: AAUP trying to improve/influence increasing the number of tenure track faculty.

c. USG Retiree Council (USGRC) Update…….. USG Retiree Council Representative, Dennis Marks (DM)

- DM: Thanks for forming the Retiree Council formally. Horizontal communication is good. (Comment to SW)
- DM: Council established in 2014 with parallel structure to USGFC
  - Dealing with issues – conversion of insurance from benefit to defined contribution and health reimbursement
    - Works well for people who are not sick, but not so good if you need a lot of medications; catastrophic drug expenses coverage was an issue last year; everyone had to make an election between plans, this year a default is available; still 30 people outstanding.

- Change for active employees too; employees moved to defined amount as well; There is a fixed amount of coverage irrespective of the plan with declining support for dependents.
- Promoting best practices for retiree organizations; half dozen institutions have good programs, the rest not so much; People need to talk to their HR folks to contact retirees to start an active program on their campuses.
  - Idea from Emory University: It is helpful for active employees that are in pre-retirement to get assistance from other retirees; should begin five years out from retirement; the first week you decide to retire you should begin planning; VSU HR has been very helpful; retirees have an office on campus near HR.
  - Important to engage retirees on campus.

- SS: Retirees can stay on as members of AAUP.
- VS-B: What about Staff Council?
- Alberta Cook (Staff Council): Staff has same problems; need better communication between and within.
- VS-B: Last report: Sent letter to Governor Deal about Campus Carry, he did not veto the Taser Bill; the USGFC letter was based on the VSU Resolution; Chancellor is open to meetings to strategize USGFC role; We need to work on the diversity of faculty; for communication, the point of contact is MV; Need to be constantly moving forward any concerns from USG institutions to VS-B by emailing her or posting to the list serve; no long term solution to gun bill with very conservative legislature.
- SS: AAUP also watching developments about gun bill.
- Member: Diversity is not always visible; can approach differently; don't dig in.
- VS-B: Gun folks are crazy.
- ED-C: Representatives have different views; strong proponents of the 2nd Amendment, but don't want guns in the classroom; don't look at political view; small number of female senior tenured positions; small number of underrepresented minorities in tenured positions; important to not minimize the views of others.
- Member: Prevalent culture supports gun bill; need to understand; don't be immoveable on issues.
- JB: 244% increase over last 5 year period of part-time faculty and adjuncts; tenure/tenure track have had a 2% decrease; these may cause diversity and accreditation issues.
- VS-B: I have a very collaborative approach; scares her when people walk out because they disagree with her; we need to be I the room talking about it. Rest of meeting we have more things, valuable information to talk about; We need to move forward.
- Break for lunch

VIII. OLD BUSINESS

a. Meeting Dates/Times and Locations

b. Unresolved Concerns of the USG Faculty Council

IX. VI. NEW BUSINESS

a. Concerns of the Faculty……USGFC Advocates

- VS-B: Couple of morning topics still need to be brought up: Communication – we need to be more consistent /proactive with MV.

- Healthcare increases/changes
  - VS-B: Two issues: Defined contribution model; have had calls from senators; this is on the USG website; comparisons are available; on page 3: there will be increased cost in plans included; USG is taking final steps in defined contribution model; FC had no input for defined contribution model; Goes into effect in 2017 for all USG employees.
  - MV: Wrote Karen Elliot: page 3 is the pricing model – response defined employer subsidy is the same regardless of the plan; page 8 – employee only coverage $413.03; 70% company; employee $177; Employee lower % charges depends on the plan; MV will take questions and send responses to VS-B to post to the USGFC list serve. We know retirees also want representation; Houston asked member to be on the steering committee.
  - SS: It's a way to contain employer's costs; it is a cost savings move as opposed to a defined benefit; it is not the same as the retirees
  - DM: Defined contribution model requires retiree to take Medicare first; USG committed to defined contribution model; retirees already experiencing passing on of increased cost of healthcare from the system; there is also decreased support for dependents; effects those retired 2013 or later – depending on years of service – sliding scale: <10 years = nothing; 30 years all.

- Member: I see two issues: the total amount we are spending on healthcare and how the money is distributed; Issue of how much the USG is willing to pay; Distribution the same – policy choices: hard to argue which policy is best – some have increases for one thing and decreases for another; Be careful about talking about who gets what.
- Member: How do we look competitively with other states?
- MV: I can show you a power point.
- Member: Is the USG committed to not allowing the % to be reduced each year?
- DM: Defined contribution is the driving force behind containing healthcare costs for employers – shifts costs to employees; the overall burden is increased for the employees and retirees.
- MV: I will take your concerns/comments back to the BOR; the legislature did not fund anything for healthcare.
- DM: In successive policy statements from the BOR a sliding scale will be used for 2012-2013.
- DMo: How do you use the money?
- MV: It is USG money.
- DMo: Money to healthcare or something?
- Member: How can we make the "pie" bigger?
- MV: The legislature makes the budget, they control the "pie."
- JB: Would you talk to the Chancellor on our behalf?
- MV: Should this be a budget priority to SW?
- Member: Can the Faculty Council make a resolution to send to SW/BOR?
- VS-B: Can/should we create a taskforce? Give a voice to faculty other than those appointed.
- SS: The resolution should define our role in the decisions making process; we would like to participate a priori on the decision.
- Sarah Mergel (Dalton State College): Made a motion to create the resolution.
- JB: seconded the motion.
- (No vote taken)

- What is the USG doing to promote diversity of faculty at various institution types?
  - MV: USG discussed what each is doing to promote underrepresented minorities in their faculty at last Provost meeting; SREB ready to work with institutions; will send out power point; ED-C asked for a copy.
  - VS-B: Do we need a resolution about diversity on each search? Is this feasible?
  - ED-C: At a bigger school could get more people into training; Given excuses about why institution cannot have more diverse faculty; It is a passive resistance mode; micro aggressions; not taking any active steps; faculty that are a better reflection of students demographic can be done, but not easily; all boils down to why people don't look like me.
  - Member: Diversity issues are in the past; diversity is a central theme, it is part of the QEP: being sensitive to diverse issues.
  - Member: Just putting together search committees can be difficult; They do not favor adding additional people to the search committee.
  - Member: My university requires an outside person on search committees; can combine people's responsibilities to add diversity trained member.
  - JB: Faculty are diverse at FVSU, but African American faculty are a minority now; many areas are predominantly male; we have issues we need to deal with; need to move the conversation forward.
  - Member: Problem with search committee is they have some implicit bias; Why not propose all faculty have training in diversity?
  - Member: Motion to create implicit bias training for and what is needed to be included.
  - Member: Second motion.
  - Motion carries; Judith Rosenbaum (Albany State University) will draft.
- How will the dual function sector affect tenure and promotion?
  - VS-B: BOR revisions in the October meeting; Promotion and Tenure changes with consolidation did not seem fair for Darton to go to Albany policy; Dual function sector: Consolidation Institutions can choose track: 5-5 or 4-4, 3-3 with research; concerned about practical implications.
  - MV: P&T requirements vary vastly between Darton and Albany; terminal vs. non-terminal degrees; Blend function for State College and State University approved in October by H. Davis and Chancellor; goes to BOR for approval in January 2017; allows institution to have critical conversations; allows faculty flexibility

between teaching and research; Middle GA approved for blended function too; GSU & GPC dual; UNGA dual; Augusta – No; Has to go before BOR to get permission; Promotion without terminal degree also an issue.
    - Member: If an institution is not consolidated, do already tenured faculty get to decide? Which function?
    - MV: Broader than for a consolidation; President can put forward; faculty should be able to navigate and request; Caveat: the choice could not hurt the health of the institution; Middle GA came up with a model that worked for everyone; no tenure is taken away during consolidation, but can be reduction of force due to the budget; attempt to give people opportunities to progress; need to recognize and support how faculty is supporting the mission of the institution; some folks get snooty about PhD and think others are not promotable without the terminal degree.
    - Bob Marsh (East GA State University): We opened a branch campus to address open access courses.
    - SS: Were the P&T guidelines changes made without faculty input?
    - MV: BOR language has not changed; allows for multiple function or blended function for faculty; time issue – lots of Master's level individuals; 40 would lose their jobs or have to get a terminal degree.
    - Member: New dual function at Columbus State; what about retention, promotion, graduation (RPG) rate formulas for funding?
    - MV: RPG not happening; legislature has gone back to the enrollment model; system now tracking two year transfers to other USG institutions; any other revisions need to mention? Added clarification language for non-tenure track non-renewing; Now faculty cannot count clock from prior work; clock starts over; time frame clarified; academic schedules – some wanted mini-mesters; these now allowed following FAFSA guidelines; IB program is placed on diplomas; now get IB credit regardless for high school diploma; happy to send items regarding Faculty Affairs for review process.
- 33 1/3% faculty salary cap on 10 month employees
    - VS-B: What about the 33 1/3% salary cap for faculty?
    - Rich Foreman (RF) (Darton state College): Misguided based on federal policy not to allow more money than salary for summer; there is no restriction federally if there is no grant; would like rule changed at USG; excludes teaching even if federally funded; not supposed to limit teaching; unnecessary limitation.
    - Two different Members: If teach past cap, then do not get paid for the work; institutions do not have a concept of the 40 hour work week; teaching is supposed to be 1/3 of effort overall.
    - Member: Real question is how we would word it?
    - Member: Research institutions very different; looks at more broadly; important not to create a different problem.
    - VS-B: How does it affect 12 month faculty?
    - RF: Moved to no longer include 33 1/3 cap anymore; language needs to be revised.
    - JB: Remove 33 1/3? No cap on other work.
    - RF: USGFC needs to help draft a better policy for summer workload; He proposes there be a resolution; Moved for a resolution to be created.
    - JB: Second motion; Executive Committee will run draft past legal for review; do not want to harm/create conflict with faculty research agendas; research workload separate from salary; effort and hours need to be differentiated; desire system wide policy change to leave off 33 1/3.
    - RF: need to be careful with grant issues.
    - Motion carries.
    - RF assigned to create a draft.
- What does each institution currently do for pre-retirement planning? How can the USG Retiree Council do to help faculty and staff at your institution prepare for a good retirement?
    - VS-B: All to email VS-B regarding training for retirement planning available at each institution.
- Lack of travel funds
    - VS-B: Are any of you experiencing travel fund issues? There was a low response to the survey: 50% yes; 50% no; she will poll again.
- Faculty Handbooks
    - VS-B: Are Faculty Handbooks up to date at each institution? Encourages faculty senates at each institution to get these up to date.
- Grievance procedures
    - VS-B: Is anyone having any problems with grievance procedures?

- EC-D: Bully/Hazing Bill passed, but not put into the grievance policies; grievance committee is sitting on it as they are unsure of the punitive policy for this.
- Member: We have a policy, but there are so many exceptions it is hard to grieve.
- VS-B: Asked MV to send BOR policy.

- Member: Do we have an email policy?
  - VS-B: We have one at my institution;
  - Member: Our email policy restricts emails between faculty members
  - Member: All of the Augusta policies are online
  - Member: Same for GA Tech.
- Trigger warnings
  - VS-B: Do any of the member institutions require trigger warnings? Advise to read and get informed about this issue.
  - SS: AAUP position: Faculty should have autonomy with regard to this issue.
  - Member: Is there a mandate?
  - VS-B: It is on the horizon that they may require; need to be ready and proactive.
  - Member: Accommodations Office can handle these instances?
  - VS-B: Still out there.
  - Member: Student can opt to take an alternative class.
- H-1B faculty salary
  - Tim Brown (Webmaster): Foreign faculty members are paid than $10,000 more than US faculty members because of market per federal law.
  - Member: Does not seem right to pay more based on H1B visas.
  - Member: H1B faculty were paid for days, because could not furlough them like everyone else.
  - Member: GA South cannot hire H1B faculty with visas, an exception is required.
  - MV: Talked about cases at Mid GA; encouraged to hire US if two candidates the same and one is H1B status.
  - SS: K-12 undocumented students cannot apply to 5 big USG research schools; can apply to other schools, but charged out of state tuition.
  - EC-D: lots of students are undocumented; recommends USGFC resolution for support of undocumented students; her campus sent a similar resolution to Governor Deal; she is a big student advocate; Hispanics have fastest growing student rate; Makes a motion for resolution to support instate tuition for undocumented students.
  - Richard Flynn (Georgia Southern University): Seconds the motion.
  - Joe Hughes (Georgia Institute of Technology): Makes a motion to postpone.
  - JB: seconds the motion.
  - Motion to postpone carries.

VII. Adjourn: 3:15 PM

Minutes respectfully submitted by: Peggy L. Moch