

**MINUTES OF THE MEETING OF THE
BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
HELD AT
270 Washington St., S.W.
Atlanta, Georgia
August 10 and 11, 1999**

CALL TO ORDER

The Board of Regents of the University System of Georgia met on Tuesday, August 10 and Wednesday, August 11, 1999 in the Board Room, room 7007, 270 Washington St., S.W., seventh floor. The Chair of the Board, Regent Kenneth W. Cannestra, called the meeting to order at 1:00 p.m. on Tuesday, August 10. Present on Tuesday, in addition to Chair Cannestra, were Vice Chair J. Tom Coleman, Jr. and Regents Thomas F. Allgood, Sr., Juanita P. Baranco, Connie Cater, Hilton H. Howell, Jr., Edgar L. Jenkins, George M. D. (John) Hunt III, Charles H. Jones, Donald M. Leebern, Jr., Elridge W. McMillan, Martin W. NeSmith, Joel O. Wooten, Glenn S. White, and James D. Yancey. Regent Joe Frank Harris arrived during the meeting of the Committee on Education, Research, and Extension.

ATTENDANCE REPORT

The attendance report was read on Tuesday, August 10 by Secretary Gail S. Weber, who reported that all Regents would be present that day.

APPROVAL OF MINUTES

Motion properly made and duly seconded, the minutes of the Board of Regents meeting held on June 8 and 9, 1999 were unanimously approved as distributed.

CHAIRMAN'S REMARKS

Chair Cannestra next made his remarks to the Board, which were as follows:

Good morning. Before I talk for a few minutes about the upcoming year, I want to publicly welcome Regents Cater, Harris, NeSmith, Wooten, and Yancey to the Board of Regents. I had the privilege of attending their swearing-in ceremony and meeting with them during their orientation by the staff. They will all be excellent Regents. We welcome them.

I want to thank the Board for their vote of confidence in appointing me their Chairman for the upcoming year. Regent Ed Jenkins and the Chairpersons that preceded him have set high standards, and I hope I can continue our improvement.

We have done a lot in the last few years, but we have much work still to do. And it is my desire for the board to focus on Systemwide policy and continuous quality improvement.

Over the past five years, we on the Board, the Chancellor's office, and the faculty, staff, and students at our institutions have been working very hard to make the significant changes and the major investments necessary to help position our System as a major asset for the State. We've had strong support for our efforts from the Governor's office and the General Assembly.

There's been a lot on the table — a tremendous amount of activity — focused activity centered on students — and based on our strategic plan. We have developed a high level of momentum.

Like each of you, I am excited about our efforts and deeply interested in all the things it takes to educate a student, to prepare them not only for success in a chosen career and in their family and community endeavors, but also for a life of continuing learning. What are the essential processes necessary to produce an educated and well-prepared student? That's the fundamental question for us.

It is time now to add assessment to vision and action.

The Chancellor, Vice Chairman Coleman, and I have discussed us focusing this year on some key questions: Where do we need to refocus our energies? Are our resources going to our core functions? How are we doing compared to our regional and national peers?

Industry calls this "benchmarking," and it's a practice business uses all the time. The University System has incorporated an "accountability report" in its reports to

the Governor and General Assembly for the past four years.

But now, it's time to add to this so as to measure our progress against not just our own improvement but against the best in the nation so that we can give Georgia's economy a competitive edge.

CHAIRMAN'S REMARKS

I would like the Board to focus over the next year on the development of a formal benchmarking process in order to ensure that we are truly living up to our responsibility to be good and efficient stewards of the State's resources. I know Governor Barnes' office is thinking along these same lines in terms of overall State government.

We mustn't underestimate how complex and time-consuming this will be, especially as I'd like to focus both on administrative and academic aspects.

The Chancellor has urged that we issue an RFP (request for proposals) to engage an outside team of professionals with expertise in business and higher education best practices in academic, administration, financial, and other data analytical tools. This would give us both expertise and credibility. This team would help us identify groupings of our institutions and the appropriate peer and aspirational groupings for outside the System.

We would then develop a master template of indicators for major goals, including appropriate benchmarks for:

- primary educational core functions and effective use;
- range, size, and scope of academic programs and units;
- size and scope for support functions and units; and
- the essential processes and people (including staff and faculty) necessary to educate a student.

We would also utilize the resources of key national education organizations who have existing data and models.

Our goal is to develop a master plan for the System and for groups of institutions that will benchmark our progress and help us integrate and assess our future needs. As the Chancellor has pointed out in the past, this is an effort to ensure that our future actions and decisions are data-informed.

As a parallel activity, I would like the Board to develop a Technology Master Plan as a follow up to our year-long review of technology. This master plan would help us ensure that the multitude of technology initiatives we have underway — GALILEO (Georgia Library Learning Online), GLOBE [(Georgia Learning Online for Business & Education), Teachers & Technology, Students & Services, and the new Gwinnett Center — are integrated and strategically aligned with our overall goals. We must also make sure we have an appropriate business plan. And finally, we must consider key elements, like adequate bandwidth and equipment replacement strategies, for our future technology

prosperity.

During my tenure on the Board, I have been impressed by the focused approach we have taken to move forward. Our actions, while swift, have been deliberate and based on good information.

This seems to us a perfect time for a data-driven template that will truly benchmark our progress — and ensure our students are truly prepared to succeed in today's world. Thank you.

INTRODUCTION OF NEW PRESIDENT OF NORTH GEORGIA COLLEGE & STATE UNIVERSITY

Chair Cannestra next called upon Chancellor Portch to introduce the new president of North Georgia College & State University (“NGCSU”).

Chancellor Portch remarked that it is always a pleasure to introduce a new president to the Board of Regents. The System continues an incredible record of being able to hire its first-choice candidates for presidential positions. The Chancellor noted that it is the key function of any board to appoint its own chief executive officer and presidents. For the presidency at NGCSU, there was a very successful search. A number of important elements go into a successful search, he said, and the first is peace and harmony on the campus. NGCSU had peace and harmony because Dr. Sherman R. Day provided such wonderful service, first as Interim President and then as President. Dr. Day was not able to attend this meeting, because he was on vacation. However, Chancellor Portch remarked that he was very grateful for all that Dr. Day has done for the System and hoped there would be another opportunity to recognize that. The second important element of a presidential search is a strong chair and a good committee on campus, he continued. In this instance, the North Georgia College & State University Presidential Search Committee had an exceptional chair in Dr. Mark S. Davis, Associate Professor of Biology at NGCSU. Dr. Davis joined the NGCSU faculty in 1990. He has his doctorate from the University of Missouri, and he is a national expert on the wood frog and the sounds that frogs make. His master’s degree in zoology and his bachelor’s degree in biological sciences are from Auburn University. The Chancellor commended his attention to detail and sensitivity to people as well as his ability to sell the System, NGCSU, and Dahlonega, all of which made him a successful chair. He then asked Dr. Davis to stand and be recognized. Chancellor Portch noted that Dr. Davis is also a two-time distinguished instructor whose students adore him. As soon as his part in the search was over, he went with his students to a swamp to take a break.

Chancellor Portch and Regents Rhodes (Chair of the Committee), Cannestra, and Jenkins performed the final screening of candidates, and they were very pleased with their final selection. President Nathaniel Hansford has his bachelor’s degree in education from the University of Georgia (“UGA”), his law degree is also from UGA, and his master of law degree (“LL.M.”) is from the University of Michigan. President Hansford served in the Judge Advocate General Corps (“JAG”) and holds the rank of Colonel in the U.S. Army Reserves. He has a wonderful combination of academic preparation and military background, which is especially important at NGCSU, the System’s military and liberal arts college. President Hansford has a distinguished career as a faculty member in law and served as dean of the law school at the University of Alabama. After a very successful stint, he returned to the faculty and looked for just the right match in his next career move. He believes, as does the Board, that he has found the right match in the University System. The Chancellor noted that President Hansford is a member of Phi Beta Kappa, the author of three books, a winner of several distinguished teaching awards, and a very fine human being. President Hansford’s wife, Frances, accompanied him to this meeting, and Chancellor Portch asked her to stand and be recognized. He then invited President Hansford to address the Board.

INTRODUCTION OF NEW PRESIDENT OF NORTH GEORGIA COLLEGE & STATE UNIVERSITY

President Hansford thanked the Chancellor and the Regents for this opportunity to greet them. He explained that he had been at NGCSU for about six weeks and was beginning to find his way around. He tried to remind himself that he does not want to be in the position of the admiral in the navy in a story he once heard. The admiral had just been given command of a battleship, and on a dark and foggy night as the ship was going through the water, a light began to flash, signaling, "Bear to the starboard." The admiral was incensed that anyone would tell him what to do, and he signaled back, "You bear to the starboard. This is the battleship." The light flashed back, "You bear to the starboard. This is the lighthouse." President Hansford commented that he is trying to determine what are lighthouses and what are tugboats. He stated that he is delighted to be at NGCSU. Price Memorial Hall has recently been renovated, and he feels it symbolizes a great deal about the institution. The building is very old, and its renovation reflects much of the beauty and tradition of the school. Some of the walls in the basement are four or five feet deep, because it was built on a gold mint. There is also one place where, when the walls were taken down, a blackboard was uncovered. On that blackboard was a phonics lesson and the words, "Do not erase." Dr. Day is fond of saying that only at NGCSU would the instructions of a professor be honored for 50 years.

In addition to the traditions of the institution, NGCSU is equipped for the future and the issues that it might bring. President Hansford noted that NGCSU has been rated by *U.S. News and World Report* as the highest academically ranked state university in Georgia and one of the highest in the Southeast and the nation based upon entering qualifications of students, retention rates, and graduation rates. NGCSU's typical classes have only 15 to 20 students. The institution has also been ranked one of the best buys in higher education in the nation. It has also been ranked as one of the safest colleges in the nation, and it ties as the safest college in the nation with regard to violent crime. Moreover, NGCSU is one of six senior military colleges in the United States, including the Citadel. Its corps of cadets has always excelled in national competitions, and they have just returned from ROTC summer camp at Fort Lewis, Washington, where every year they come out on top as the best ROTC program in the nation. One of the cadets, Mark Wade, scored 963 points out of 1,000 possible points. President Hansford commended him, saying that he is a bright, strong, energetic young man.

NGCSU also believes that athletics are an important part of its teaching mission and it has great teams, remarked President Hansford. The women's basketball team has won the championship in its conference for three of the last four years. Because he was dean of a law school, President Hansford wanted to learn more about NGCSU's teams. So, he called the athletic director and said, "I want to make sure we increase the graduation rates of our athletes." The director responded, "I don't think we can do that." Incensed, President Hansford demanded, "Why not?" The director replied that all of the athletes graduate. The first-year freshman cadets have just arrived, and they are seen as part of a leadership training program. All of the cadets do not go into the service. In fact, Jason Ross, who has cystic fibrosis, cannot go into the military, but he has chosen to proceed with the corps of cadets. The corps has been nominated for membership in leadership organizations and has the opportunity to win some national recognition in that field. NGCSU has a liberal arts mission combined with this leadership training. President Hansford remarked that there is great opportunity for the future at the college, and he invited the Regents to visit. He said that it is a beautiful campus with fine young men and women, and really, it is all about the students. He then stepped down.

INTRODUCTION OF NEW COMMISSIONER OF THE DEPARTMENT OF COMMUNITY HEALTH, RUSS TOAL

Chair Cannestra asked Chancellor Portch to introduce the new commissioner of the Department of Community Health (the “Department”).

Chancellor Portch explained that Governor Barnes had created the Department to bring together a number of health-related organizations and had appointed Mr. Russ Toal to run it. Mr. Toal has experience both in government and in the private sector. Previously, he was president and chief executive officer of GeorgiaFirst, a Statewide network formed by Emory University System that included the Medical College of Georgia. Mr. Toal was also commissioner and deputy commissioner of the Georgia Department of Medical Assistance. He holds a master’s degree in public health from the University of North Carolina and an undergraduate degree in political science from the University of Illinois. The Department will likely have a contractual relationship with the University System regarding its healthcare benefits. The Chancellor remarked that he has enjoyed his early working relationship with Mr. Toal. Given the Department’s importance and its likely future relationship to the Board, he thought it would be nice for the Regents to have a chance to meet Mr. Toal.

Mr. Toal greeted the Board and remarked that he looks forward to working with the Regents, many of whom are long-time friends. He is excited about his new position and about working for a Governor who cares passionately about healthcare and who understands it deeply. He is also excited about putting together an effective healthcare delivery system for all citizens of the State. He noted that a fact sheet about the Department had been distributed to the Regents along with a list of the nine members of its board and the pertinent sections of Senate Bill 241, which created the Department. The Governor has said that he is interested in having the State maximize its purchasing power and to achieve economy of scale in all that it does. So, the Department is hopeful that it can negotiate with the Board very quickly on an administrative agreement in which the Department agrees to contract on behalf of the University System for the administrative services necessary to run the System’s health benefit plan. Mr. Toal stressed that it is neither his nor the Governor’s intent to in any way usurp any responsibility or decision making from the Board of Regents or the University System about the plan itself. That is reserved to the Board and the System, and the Department will be respectful and mindful of that. However, by purchasing in bulk, the Department can achieve some administrative savings for the University System by negotiating for a greater number of covered employees with the respective vendors for the State. The Governor does not want to do anything to diminish the identity of the System’s health benefit plans. There are rumors that the ultimate goal of the Department is to put the two plans together and have only one plan for the whole State, and he denied ever hearing such suggestion. There has been an appropriate suggestion that it does not make sense to pay the same vendors under two separate contracts for the exact same services. On the administrative side, the Department will try to achieve those savings, but it will not come in and tell the Board what the System’s plan needs to be. The Department has had a series of very good discussions with the Chancellor and his staff, and it will be bringing forward an agreement that enables the Department to have the administrative authority to negotiate the contracts, and it hopes to do that very soon. There are a number of other issues that relate to coverage of the uninsured and other persons who work on campuses that may not have access to the University System health benefit plan that the Department will be working on as part of its overall attack on the issue of the uninsured and ensuring that healthcare coverage is accessible to all.

INTRODUCTION OF NEW COMMISSIONER OF THE DEPARTMENT OF COMMUNITY HEALTH, RUSS TOAL

Mr. Toal had also given the Regents a one-page fact sheet on the grants that are administered by the Department because of the administrative efforts to support medical education directly. These grants are in the forms of internal medicine or family practice preceptorships, medical school operating grants, funds appropriated through the Georgia Board of Physicians Workforce for the Southern Regional Education Board, and residency grants through various hospitals. Mr. Toal stressed that the Medical College of Georgia is an integral member of the State's safety net and a valued part of the Department's decision making process. It carries the second-largest indigent load in the State, and the Department is always mindful and respectful of the key role it plays in the State's healthcare delivery system. It is fortunate that the Department has had a good working relationship not only with President Francis J. Tedesco but also with his staff, and the Department hopes to build on that over the next few months as it makes some key decisions about how the State should proceed in its business with respect to the benefit plans and the Indigent Care Trust Fund and Medicaid. There has been some negative publicity about the Indigent Care Trust Fund, but Mr. Toal assured the Regents that most of the problems have been fixed, some contracts have been canceled, and the Department is aggressively restoring integrity to that fund. He said that he and the Governor have a commitment to ensure that everything they do is handled appropriately. In closing, Mr. Toal asked whether the Regents had any questions or comments and said that he is very much looking forward to working with the Regents and will be very mindful of their role these matters.

Chair Cannestra asked whether the Regents had any questions, and seeing that they had none, he thanked Mr. Toal, who then stepped down.

PRESENTATION OF THE UNIVERSITY OF GEORGIA'S SPECIAL COLLECTIONS

Chair Cannestra next introduced Mr. Craig Barrow III, who was invited by former Chair Jenkins to share with the Regents what he has been involved in at the University of Georgia ("UGA") as chairman of the board of advisors for the UGA library. Mr. Barrow is a 1965 graduate of UGA, and he has also done a tremendous amount of work at Georgia Southern University. In his current chairmanship, Mr. Barrow is responsible for assisting the director of the library, Mr. William Potter, who was also present at this meeting. Chair Cannestra asked Mr. Potter to stand and be recognized. Mr. Barrow is also in charge of establishing a strong board of advisors, promoting three special collections, and fund raising. Chair Cannestra commended Mr. Barrow's work and noted that some items from the special collections were on display in the back of the Board Room.

Mr. Barrow thanked the Regents for this opportunity to speak and thanked Regent Jenkins for arranging for him to come to this meeting. Three years ago, Mr. Potter and Ms. Chantel Dunham, Development Officer, came to Savannah and convinced Mr. Barrow to be chair of the board of advisors for the UGA library and to assist them in creating and organizing that board. One of the main purposes of the board is to raise money to build a new building to house the special collections of the UGA library. Those three collections are the Felix Hargrett Rare Books and Manuscript Library, the Media Archives and Peabody Awards Collection, and the Richard B. Russell Library for Political Research and Studies. Mr. Barrow visited the library and came away thinking that it was one of Georgia's greatest treasures, but at the same time, he felt it was Georgia's best-kept secret because nobody knew about it. One of his responsibilities was to go out and tell its story. Mr. Barrow had distributed to each of the Regents a list of the members of the board of advisors as well as a video that tells the whole story of the library and a CD-Rom. Mr. Barrow spoke with President Michael F. Adams and the Board of Trustees and encouraged them to visit the special collections. They were quite excited by what is going on there. He also visited Regent Jenkins and then-Governor Zell Miller. He joined the board of advisors and donated many of his papers to the special collections. The board meets twice a year, once in Athens and the second time somewhere around the State. The local communities are invited to the meetings, and there are often donations of collections and gifts as a result. The board has learned a great deal through the papers and letters of past generations. Mr. Barrow discussed the value of such materials and listed a few significant recent donations. He remarked that he did not want to see historical papers and collectibles bought up by investors and collectors when they could be housed at the proposed special collections building for the benefit of the public. The goal of the board is to raise \$10 million for the building and \$10 million for an endowment and to ask the Board to consider \$20 million towards the building. After two years, the board of advisors has raised \$8.5 million. There are good indications that it will soon get another \$3.5 million, for a total of \$12 million. He noted that often someone who donates a collection will also donate funds to help that collection be preserved. He believes that when there is a site and a plan for the proposed building, more people will contribute to preserve their family heirlooms. He noted that the media archives of the library comprise the fourth largest archive in the country, the second largest in a university. The newest donation may make this archive the largest in the nation. It is a very valuable treasure for this State. Mr. Barrow said that this project is a model for other institutions in the University System on how to raise money. In closing, he thanked the Regents and gave them each a copy of *Wildflowers of the Southeastern United States*, the twentieth publication of the Wormsloe Foundation through the University of Georgia Press. He asked whether there were any questions or comments.

Seeing that there were no questions, Chair Cannestra noted that Mr. Barrow is also managing director of Sterne Agee & Leach Inc. and he is from Savannah.

Regent Jenkins invited the Regents to see the rare manuscripts collection and other special collections at the UGA library.

UPDATE ON THE SEVEN-YEAR PLAN

Chair Cannestra next called upon Chancellor Portch to update the Board on its seven-year strategic plan.

Chancellor Portch explained that he wanted to give the Regents an update on the seven-year plan, particularly since there are five new members of the Board of Regents, so that they would see where the System has been, where it is today, and what it has yet to do. In 1994, the Board developed its strategic plan at the Jolley Lodge at Kennesaw State University and its vision statement, "Access to Academic Excellence for the New Millennium: A Vision for the University System of Georgia." The Chancellor remarked that the vision statement is timeless and the best vision statement he had ever seen in higher education because it is a blend of poetry and pragmatism. He stressed the following part of the vision statement: "... The University System of Georgia and its component colleges and universities will sustain close contact with the people of Georgia, be responsive to the needs of Georgians first and foremost while raising their aspirations, and generate a more highly educated populace throughout the state." Chancellor Portch noted that Governor Barnes' Education Reform Study Commission (the "Commission") is currently working on the last part of that. He also stressed the following line: "Its students, who are its heart and soul, will therefore be its strongest supporters..." From the vision statement, the Board moved quickly to develop its 34 guiding principles. The Chancellor remarked that this was a very wise decision by the Board because the principles are the framework upon which the Board has built its policies, directives, and initiatives. In every case, Board's actions directly support its original vision. The guiding principles fall under four major categories: strengthening standards and improving quality, improving planning and operations, maximizing innovation and technology, and effective external partnerships.

The vision statement and guiding principles were developed and adopted in 1994. Over the next two years, the Board moved decisively to pass a number of policy directions developed to support the vision statement and guiding principles. Chancellor Portch stated that he had never seen a system implement a move so fast on so many fronts, but there was a window of opportunity of which it had to take advantage before the legislative season was underway. Some of the policy directives in those two years were technology initiatives such as Georgia Library Learning Online ("GALILEO"), BANNER, Connecting Teachers & Technology, Connecting Students & Services; mission development and review; managing access; semester conversion; revision of the Board policy manual and restructuring of the Committees; faculty and staff development; post-tenure review process for faculty; internationalizing education; the Post-secondary Readiness Enrichment Program ("PREP"); the P-16 initiative; revision of tuition structure; development of the capital projects priorities list; the master planning process; revised admissions requirements; honorary degrees; hiring incentives and procedures; the alternative dispute resolution; the Intellectual Capital Partnership Program ("ICAPP"); academic program review; "accountability reports"; and financial and operational audits. Those two years were an extremely intense period for both the Regents and the institutions, but they were both extraordinarily responsive to the many challenges.

The Board turned in 1997 to an approach that focused on a single issue during the course of each fiscal year. In each case, the Board's focus was based on its vision and guiding principles. The process included reviewing the data, formulating principles, and then creating, adopting, and implementing an action plan. Three issues have thus far been addressed: comprehensive planning, teacher preparation, and technology. During comprehensive planning, the Board focused on enrollment planning, academic program planning, workforce planning, and capital planning. In considering teacher preparation, the Board developed guiding principles and an action plan, which has been funded and is currently being implemented. The goal of the Board's technology initiative was to move the System's use of technology in academic program delivery from the entrepreneurial phase to a comprehensive, planned approach. The guiding principles were adopted, and Georgia Learning Online for Business and Education ("GLOBE") was launched.

UPDATE ON THE SEVEN-YEAR PLAN

The Board is now at the dawning of the new age, said Chancellor Portch. There was a flurry of activity in the first few years, a detail-oriented single focus for each of three years, and now is the time to step back and examine how the System is doing and get inside those issues. Using the same four areas of the strategic plan, the Chancellor reviewed where the Board is today. Under the category of strengthening standards and improving quality, since 1994, the System has experienced a reduction in the number of freshmen who need learning support from 1994 to today, and it is moving toward a reduction in the number of students who have college-preparatory curriculum ("CPC") deficiencies. The System has also seen a slight increase in retention rates. The Chancellor noted that it takes four to six years after a policy change at this level for the System to begin to see the results. So, because the Board adopted new admissions policies in 1995 and phased them in through 2001, the System initially will see only marginal improvements in areas such as retention rates, improvements in CPC deficiencies, and learning support. It will not be until after 2001, when the policy is fully implemented, that the System will see the total effect. Still, most educational statisticians will say it takes six years to see the full impact of a policy change. So, it will be 2007 before the Board sees the ultimate results of a policy it adopted in 1995. The Chancellor remarked that this may be part of the reason that Regents get seven-year terms, so that they can see the results of their work. He reminded the Regents that although they must be urgent about making policy changes to improve the System, they must be patient for the results. In 1994, the System was seventh of the 15 Southern Regional Education Board ("SREB") states for average faculty salaries, which was a very dire statistic for the long-term best interest of the System because there is a national marketplace for faculty and higher education is dependent on the quality of its faculty and staff for all that it does. After five consecutive years of commitment to salaries from Governor Miller and Governor Barnes, the System is now first among the SREB states. Chancellor Portch said that this was a remarkable jump. Additionally, the System has gone from 93% of the national average for salaries to 102% in that same period. Moreover, there was once no professional development for faculty and staff. Now, the Board has designated at least 1% of the personnel budget for that purpose. There was also no review for faculty who were tenured; now, there is an ongoing cycle of five-year post-tenure reviews. Those have been going well, and it has been a productive process. In 1994, only 0.5% of System students studied abroad, while the national average was around 1%. Most of the students who study abroad happen to be white, female, wealthy, and study in Europe. The Board has made a concerted effort to increase the number of students studying abroad and diversify the type of students who have that opportunity, and the System is having tremendous success with support from the Coca-Cola Foundation and other contributors. Today, 1.5% of System students study abroad, and the goal for 2001 is 2%. Chancellor Portch remarked that the Board has been bold. When the System was at half the national average, the Board decided it wanted to set a goal of double the national average. He said that the System is well on its way to meeting that goal.

In the category of expanding partnerships, the Board has increased its collaboration with the Department of Technical and Adult Education ("DTAE"). The Chancellor stated that the most promising result is the new bachelor of applied science ("B.A.S.") degree, which allows a student who has been in the DTAE system to earn this college degree. He hopes this program will be available Statewide by 2001. He is also interested in the Board taking another step, resulting from the discussions of the Commission. The State needs to identify standards necessary for any 18-year-old in communication, computation, and computers. Those standards need to be the same for all students, with different levels of proficiency if they intend to go straight into the workforce, to technical school, or to college. He asserted that courses in those three areas probably ought to be based on standards in competencies and ought to be applicable to either DTAE or the University System. In the *Atlanta Journal-Constitution* that morning, the Chancellor proposed returning to one type

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of high school diploma. If the State were to do that, it would still take until 2003 or 2004, because there are already students in seventh and eighth grade choosing their diploma tracks. P-16 and PREP have both been very successful. A Title II grant was just approved for P-16 to have qualified teachers in all public school classrooms by 2006. The Commission has also made great progress toward a seamless education system. By 2001, there should be a number of new initiatives to improve this effort. In terms of economic development, in 1994, the System did not even have an economic development office. In 1995, that office was created, and Ms. Annie Hunt Burriss was named Assistant Vice Chancellor for Development & Economic Services. Since that time, there has been a series of economic development initiatives, including one with Total Systems in Columbus. With the System's emphasis on increasing its production of high-tech graduates, it was very gratifying to see in a recent national study that the System increased 6% the number of graduates in those fields. At the same time, the national numbers decreased 5%. That swing is the sort of competitive advantage that the System needs.

The Chancellor reported that under the category of maximizing innovation and technology, in 1994, PeachNet was established and today it has expanded tenfold in its capacity. By 2001, its capacity will be expanded a thousand times. If the System does not plan for the bandwidth growth needed for the projects it intends to do, it will be constrained by its technological limitations. GALILEO is now regarded as the world's best digital library. The new Gwinnett Center will be designed like no other institution in the System. Mr. John Portman himself was involved in the project, and it will be a futuristic facility that speaks volumes about the academic intentions of the institution. By 2001, that center will be attracting people from all over the country to learn from that bold experiment. By that time, GLOBE will also be fully underway with a variety of degrees, and significant new numbers of Georgia citizens will be getting an education through the Internet.

In improving planning and operations, by 2001, people will hardly remember the System was once under the quarter system, said Chancellor Portch. The semester conversion is in its final stages now, with the Georgia Institute of Technology converting this fall. The System is starting to see the rebound in enrollment that it anticipated, but the best thing about the conversion was that every course had to be recreated and the entire curriculum was restructured. The thing that most people have missed is that the System shifted from 180 quarter credit hours where there had been "credit creep," in which faculty added courses to programs without eliminating any, to 120 semester hours, which means that students can now realistically graduate in four years. This is important to the State financially because every student who is slow going through the System costs the State more money and takes a seat that another student could take. The funds that the State provides for such students to take extra courses so they can graduate make a huge difference. So, this one initiative will ultimately save the State billions of dollars and increase access to education. Chancellor Portch suggested that now that semester conversion is complete, the System needs a second wave of curriculum innovation. He wants to challenge the faculty to fine tune the revised curriculum. Because learning can now take place any time anywhere due to technological innovations, semesters may even become irrelevant, and this will impact the campuses. He suggested that the System needs to be more imaginative about how it uses its two 15-week semesters. Some courses could last only 5 weeks, while others might last 30 weeks. There needs to be a second wave of reengineering the structure of the new semester system.

UPDATE ON THE SEVEN-YEAR PLAN

Also in 1994, out-of-state students were not paying the full cost of their instruction. Today, they are paying their full tuition. At the time, there was also no difference between graduate and undergraduate tuition. This made no business sense, as it is much more expensive to offer a graduate degree than an undergraduate degree. Plus, there is also much more ability to pay when a person gets to graduate school, especially since a number of companies will pay for individuals to attend graduate school. So, this was costing the System a good deal of money. Over five years, the Board fully phased in a 20% differential. Moreover, professional school tuition was not market-driven. Now, the fees have been revised. Despite these changes to our tuition policies, the System remains very low in tuition costs to students. Yet, these policy changes both make good business sense and improve quality because those resources have been used to strengthen the quality. By 2001, the System may want to again examine other approaches to its tuition structure.

Also in the area of improving planning and operations, the Chancellor remarked that he is proud of the progress that has been made in the areas of capital priorities and master planning. The Board has been intimately involved in setting the capital priorities. All institutions are in some stage of the master planning process, and by 2001, all 34 master plans will be complete. He commented that there has not been one master plan that has come before the Board that has not generated a great deal of interest and excitement. The biggest fans of the process are the presidents and the campus communities, because they gain so much from getting a fresh look at their institutions. The System is also seeing a lot more of its disputes handled at the campus level, thanks to the alternative dispute resolution system. There was a reduction in appeals to the Board from 92 to 65 from 1996 to 1997. More training of personnel has contributed to that as well as workshops for department chairs that have been heavily focused on personnel legal matters. So, the System has seen some real improvements in these areas. The auditing process has also improved. In the past, all institutions were audited using the same format, which was very labor-intensive and which resulted in few institutions actually being audited due to the small number of auditors. Moreover, there was no Board-level oversight in the audit process. The Board has since adopted a risk-based model for audits. The Board's Audit Committee was also established and is now very active in leadership and oversight of the audit function. Increasingly, technology and outsourcing are being used to improve the audit process. By 2001, the Central Office would like to be using a paperless audit process and to have an audit department with staff who have solid skills in the use of technology. Governor Barnes is very interested in increasing paperless transactions at the State level, and the University System has an opportunity to set the pace.

"Where does that leave us?," asked Chancellor Portch. There are still goals and unfinished business, he said, and this is a continuous plan. As the Board moves forward with its benchmarking initiative, it will learn things about the System that it never knew. It will be much like master planning. As the Regents learn more about the System, they will have to adapt their plan and adopt some new policies and directions. In closing, the Chancellor thanked the Regents for their attention. He said that there is much work to be done, but the System has the right focus and the right people to make it possible.

Chair Cannestra remarked that although the Board of Regents sets the goals and initiatives for the System, implementation is the hard work of the Chancellor, his staff, and the people at the institutions. He thanked everybody in the whole System for the tremendous progress they have made. He then asked whether the Regents had any comments or questions. Seeing that there were no questions, Chair Cannestra remarked that whether or not the System benchmarks itself, others will benchmark it. He noted that the number one

UPDATE ON THE SEVEN-YEAR PLAN

engineering school is the Massachusetts Institute of Technology. Stanford University is number two. Tied for third are the Georgia Institute of Technology (“GIT”) and the University of Michigan at Ann Arbor. He noted that the University of California-Berkeley, the University of Illinois, California Technical Institute, Carnegie Mellon University, Purdue University, and the University of Texas all ranked below GIT. GIT also has the number one school of engineering in industrial and manufacturing. He remarked that the Board will likely learn that many other Georgia institutions rank up there.

The Board then recessed for its Committee meetings.

CALL TO ORDER

The Board of Regents of the University System of Georgia met again on Wednesday, August 11, 1999 in the Board Room, room 7007, 270 Washington St., S.W., seventh floor. The Chair of the Board, Regent Kenneth W. Cannestra, called the meeting to order at 9:00 a.m. Present on Wednesday, in addition to Chair Cannestra, were Vice Chair J. Tom Coleman, Jr. and Regents Thomas F. Allgood, Sr., Juanita P. Baranco, Connie Cater, Joe Frank Harris, Hilton H. Howell, Jr., Edgar L. Jenkins, George M. D. (John) Hunt III, Charles H. Jones, Donald M. Leebern, Jr., Martin W. NeSmith, Joel O. Wooten, Glenn S. White, and James D. Yancey.

INVOCATION

The invocation was given on Wednesday, August 11 by Regent Glenn S. White.

ATTENDANCE REPORT

The attendance report was read on Wednesday, August 11, 1999 by Secretary Gail S. Weber, who announced that Regent Elridge W. McMillan had asked for and been given permission to be absent on that day.

RECOGNITION OF GEORGIA COLLEGE & STATE UNIVERSITY FACULTY ADVISOR DR. JERRY FLY AND CHEERLEADERS FOR WINNING NATIONAL CHAMPIONSHIP; RECOGNITION OF UNIVERSITY OF GEORGIA GOLF COACH CHRIS HAACK AND TEAM FOR WINNING MEN'S GOLF CHAMPIONSHIP; RECOGNITION OF UNIVERSITY OF GEORGIA ATHLETIC DIRECTOR VINCE DOOLEY

Chair Cannestra remarked that this had been a great year for University System athletic championships. He then called upon Chancellor Portch to introduce two award-winning coaches to the Board.

Chancellor Portch gave a “year in review” of System national championships. He noted that Abraham Baldwin Agricultural College won the NJCAA men’s tennis championship, Georgia College & State University (“GCSU”) won the cheerleading championship, and the University of Georgia (“UGA”) won championships in women’s gymnastics, tennis, women’s swimming, and golf. Two of those winners were at this Board meeting. The Chancellor then showed the Regents a video clip of the GCSU Bobcat Cheerleaders’ award-winning performance.

The Chancellor then called upon President Rosemary DePaolo to introduce the team’s coach and several team members.

President DePaolo remarked that it was her pleasure to introduce the only team in the nation that has ever won the national championship in cheerleading two years in a row. She said that the team members are great athletes and wonderful students. She then introduced Coach Jerry Fly, who is also a sociology professor at GCSU.

Coach Fly introduced the team members who were with him at the meeting. Phil Peavey is entering graduate school this fall and is from Milledgeville, Holly Hufford is a senior from Conyers, Ashley Williams is a junior from Commerce, and Rayna Jones is a senior from Eatonton. There are 18 cheerleaders on the team, but because the semester had not yet begun, they were not all available to come to the meeting. Coach Fly thanked the Regents for inviting the team to the meeting.

Chair Cannestra thanked Coach Fly and the Bobcat Cheerleaders and remarked that he looked forward to seeing them again next year when they win a third championship.

Chancellor Portch next introduced UGA’s Coach Chris Haack, who is a Georgia native and coach of the men’s golf team. The team was the 1999 NCAA Championship team, and Coach Haack is the 1999 National Men’s Golf Coach of the Year. The men’s golf team beat Oklahoma State University for the championship by three strokes. The Chancellor then asked Coach Haack to step forward.

Coach Haack said that it has been a magical year at UGA with four championships. He remarked that it all starts at the top with Athletic Director Vince Dooley, who is a great supporter of his colleagues and athletes. Coach Haack thanked the Board for inviting him to speak.

Chancellor Portch noted that the coaches of the other three UGA championship teams and President Michael F. Adams were present at the meeting, and he asked them to stand and be recognized. He also noted that Coach Dooley was present at the meeting and reminded the Regents of Coach Dooley’s long tradition at UGA as coach and Athletic Director. The Chancellor remarked that he had recently seen an article on Coach Dooley’s gardening hobby. He also noted that every year, Coach Dooley takes a course at UGA to continue his own learning. He then invited Coach Dooley to make a few remarks on this extraordinary year.

RECOGNITION OF GEORGIA COLLEGE & STATE UNIVERSITY FACULTY ADVISOR DR. JERRY FLY AND CHEERLEADERS FOR WINNING NATIONAL CHAMPIONSHIP; RECOGNITION OF UNIVERSITY OF GEORGIA GOLF COACH CHRIS HAACK AND TEAM FOR WINNING MEN'S GOLF CHAMPIONSHIP; RECOGNITION OF UNIVERSITY OF

GEORGIA ATHLETIC DIRECTOR VINCE DOOLEY

Coach Dooley clarified that he audits courses at UGA, meaning that he does not actually test and receive grades. He remarked that UGA is about to start a new athletic campaign, but none has been like this year with its four championships. This year's championships make UGA the number one public institution in the nation. Overall, UGA is number two behind Stanford University. He said that it is a tribute to the coaches and athletes that they have been introduced to the Board. He noted that Coach Haack has only been coaching three years, so with experience, it is amazing what he will be able to do. However, in his inexperience, Coach Haack had promised the team that he would shave his head if they won the national championship. Coach Dooley remarked that was why he had a strange hair cut. He noted that there is now an equity balance in UGA athletics. Women athletes won the first two championships and set the standard academically for the men's programs. He mentioned that Head Swimming Coach Jack Bauerle has been not only a successful coach, but also his programs have ranked number one in Academic All-American and NCAA post-scholars. So there is a balance between striving in athletics and striving in the classroom, and the UGA coaches emphasize both. Coach Dooley then thanked the Board for inviting the UGA coaches once more as they kick-off the new season.

Regent Leebern thanked President Adams and the coaches at UGA.

On behalf of the Board and the State of Georgia, Chair Cannestra stated that he was very proud of these national award-winners.

In closing, Chair Cannestra noted that there would be no break at this meeting. The Board then heard the Committee reports.

TEACHING HOSPITAL COMMITTEE

The Teaching Hospital Committee met on Tuesday, August 10, 1999 at 11:00 a.m. in the Chancellor's Conference Room, room 7019. Committee members in attendance were Chair Thomas F. Allgood, Sr., Vice Chair J. Tom Coleman, Jr., and Regents Kenneth W. Cannestra, Charles H. Jones, Donald M. Leebern, Jr., and James D. Yancey. Chair Allgood reported to the full Board on Wednesday that the Committee had reviewed three items, one of which required action. With motion properly made, seconded, and unanimously adopted, the Board approved and authorized the following:

1. Approval of Early Retirement Plan for the Medical College of Georgia

Approved: The Board approved an early retirement plan for the employees of the Medical College of Georgia ("MCG") to supplement available Teachers Retirement System ("TRS") benefits and to be funded from savings generated by unfilled vacancies created by voluntary retirements. No additional funding is required. Employees who have 25 or more years of creditable service under TRS or employees who are age 55 or older and who have 10 or more years of creditable service by July 1, 2000 will be offered a one-time opportunity to retire voluntarily with five years of additional credit and five years added to age so they can retire without diminished benefits under TRS benefits formulas. Eligible employees will have 45 days to elect to participate, beginning on or about September 2, 1999. A plan to stagger the departure of employees in critical positions will be developed once MCG has a full roster of participating employees.

Modification: The Committee modified the approval of this item such that final terms of the early retirement plan will be reviewed by the Central Office staff with final sign-off by the Teaching Hospital Committee Chair in consultation with the Committee members.

It was noted that the plan will require Internal Revenue Service approval prior to implementation. Additionally, the Chief Executive Officer of MCG Health, Inc. will participate with the MCG committee charged with reviewing and approving any refilling of positions.

Background: Like other academic medical centers around the country, MCG is facing a financial crisis because of declining patient volumes and patient care revenues. Dramatic reimbursement reductions are occurring in managed health care and in federally sponsored programs through the federal Balanced Budget Act of 1997 ("BBA"). The BBA is reducing federal reimbursement to teaching hospitals for their costs of operating teaching programs, and only approximately 10% to 20% of the impact of the BBA has been realized. Managed care plans are not recognizing the cost of medical education in their reimbursement plans, and they are not recognizing the additional cost of delivering care in a teaching environment. Yet, academic medical centers must continue to provide an appropriate patient base for teaching purposes. The MCG hospital and clinics have projected a budget deficit for fiscal year 2000 of \$22.5 million. This financial circumstance is expected to continue in subsequent fiscal years. Shortfalls affect hospital and clinics and services to the hospital and clinics provided by general MCG staff.

In the past two years, MCG has taken a number of steps to cope with this budget crisis. The campus has implemented a new system of improved medical management, which will result in annual savings of \$1.8 million. A number of staff positions have been eliminated through attrition, which allowed some medical units to be closed, which has netted \$1 million in savings. A reorganization of the outpatient pharmacy will save another \$2.1 million. Further, the Board recently approved an increase in MCG's hospital bed rate, which should increase revenues by approximately \$7.2 million. The total annual savings from these actions is over \$12 million, but that still leaves a deficit of \$10 million, which will require downsizing the workforce.

TEACHING HOSPITAL COMMITTEE

1. Approval of Early Retirement Plan for the Medical College of Georgia (Continued)

For any organization, downsizing of the workforce is a very traumatic event, especially if the primary method is layoffs. Early retirement is a humane and effective way to manage the departure of a significant number of employees with less negative effects on long-term productivity of those employees who remain. It provides an incentive that results in the optimal number of employees retiring with dignity and adequate retirement income. It becomes one component in a comprehensive human resources strategy which includes voluntary reduction in work commitment, operational benchmarking (to reduce costs), and further targeted staff reductions.

By implementing an early retirement program, MCG will save substantial personnel dollars and significantly reduce the need for layoffs, although some additional reductions in force will still be likely. According to William M. Mercer, Inc., a nationally recognized firm specializing in employee benefits programs, MCG's savings will depend on the participation rates and the percentage of vacant positions filled. The current estimate of eligible employees is about 757 out of a total of 7782.

MCG is committed to managing the staff and faculty replacement rates to balance savings with the need to maintain appropriate operations for patient care and to assure that education programs and their funding are not negatively effected. A plan for staggering departures and criteria for replacement of positions which must be refilled will be developed and monitored by MCG and reviewed by the Board of Regents staff. An example of savings over a ten-year period was described to the Committee. The first year's savings depend on employee retirement dates. Savings increase after year ten, when full funding of the supplemental benefits has been achieved.

An early retirement program will affect TRS only by having individuals retire earlier than otherwise anticipated. According to William M. Mercer, Inc., the program will have a minimal actuarial effect on TRS. Staff at TRS have been consulted.

The supplemental benefits will be provided by a stand-alone qualified pension plan and will be funded over a ten-year period from 2000 to 2010. The early retirement plan has been prepared by William M. Mercer, Inc. The State Law Department has found no significant legal impediments to offering such a program.

2. Information Item: Report From President Francis J. Tedesco on Follow-up to the Actions of the Blue Ribbon Commission Adopted by the Board of Regents in January 1999

President Francis J. Tedesco of the Medical College of Georgia (“MCG”) presented to the Committee a progress report on the follow-up to the actions of the Blue Ribbon Commission on the Medical College of Georgia (the “Commission”) that were adopted in January 1999. The report addressed the matters such as strategic planning, data collection, faculty retention and recruitment, clinical sites, telemedicine and distance learning, joint appointments and cross-disciplinary instructional and research efforts, creation of a clinical network, diversity in programs and the professions, and physical infrastructure of the campus. A copy of this report is on file with the Office of Capital Resources. MCG continues to address these issues in response to the actions of the Commission. Another progress report will be presented to the Committee in January 2000 with subsequent annual updates through fiscal year 2004.

TEACHING HOSPITAL COMMITTEE

3. Information Item: Report From Mr. Don Snell, President and Chief Executive Officer of MCG Health, Inc., on Follow-up to the Actions of the Blue Ribbon Commission Adopted by the Board of Regents in January 1999

Mr. Don Snell, President and Chief Executive Officer of MCG Health, Inc. (“MCG Health”), reported to the Committee on MCG Health’s responses to the actions of the Blue Ribbon Commission on the Medical College of Georgia (the “Blue Ribbon Commission”), which were adopted in January 1999. He noted that the full activation of MCG Health has been postponed pending the completion of the work of the SR88 Legislative Study Commission until October 15, 1999. Mr. Snell’s report is on file with the Office of Capital Resources, and it addressed the following areas outlined in the actions of the Commission:

- Stabilizing the financial condition of the Medical College of Georgia’s (“MCG”) hospital and clinics, including a five-year rolling projection of revenues and expenditures, data on indices of success and efficiency, and other information/data necessary to evaluating the fiscal soundness in the management/operations of the hospital and clinics
- Developing a data-driven strategic planning process in conjunction with MCG, particularly with respect to patient base
- Developing a broad clinical network and partnerships with appropriate other providers to expand and secure the patient base needed by MCG in pursuit of its tripartite mission
- Developing appropriate criteria for relevance of indigent patient cases to teaching and research and development of a model for delivery of care to indigent populations

Background for Items 2 and 3: In fall 1998, the Board of Regents appointed the Blue Ribbon Commission. Membership included appointments by both the Chair of the Board of Regents and the Governor, Lieutenant Governor, and Speaker of the House. Several public hearings

around the State took place as the Commission covered a broad scope of issues pertaining to the Medical College of Georgia's vision and tripartite mission of education, research, and patient care.

In January 1999, the Blue Ribbon Commission reported back to the Board of Regents, and the Board unanimously reaffirmed the mission and vision for MCG with modest changes. Additionally, numerous recommendations, especially related to the future of the MCG hospital and clinics, were unanimously adopted.

COMMITTEE ON FINANCE AND BUSINESS OPERATIONS

The Committee on Finance and Business Operations met on Tuesday, August 10, 1999 at approximately 2:30 p.m. in the Board Room. Committee members in attendance were Chair Glenn S. White, Vice Chair Hilton H. Howell, Jr., and Regents Connie Cater, J. Tom Coleman, Jr., George M. D. (John) Hunt III, Charles H. Jones, Donald M. Leebern, Jr., and James D. Yancey. Mr. Ray Higgins was also present at this Committee meeting. He is the analyst assigned to the University System at the Legislative Budget Office. Chair White reported to the Board on Wednesday that the Committee had reviewed five items, four of which required action. With motion properly made, seconded, and unanimously adopted, the Board approved and authorized the following:

1. Approval of Appointment of Regents' Representative on Teachers Retirement System of Georgia - Board of Trustees

Approved: The Board approved the appointment of Dr. Sandra Gustavson as the Board of Regents' representative to serve on the Board of Trustees of the Teachers Retirement System of Georgia.

Background: Dr. Gustavson will replace Mr. T. Don Davis, who served with distinction as the Board of Regents' representative since July 1, 1997. Mr. Davis retired effective July 1, 1999. This action is to appoint Dr. Gustavson to complete the final year of a three-year term ending July 1, 2000. Dr. Gustavson is the head of the Department of Insurance, Legal Studies, Real Estate and Management Science with the Terry College of Business at the University of Georgia. She is presently the Bradford McFadden Professor of Personal Financial Management. She received her terminal degree from the University of Illinois. She has formal training in risk management, insurance, and portfolio management. She has professional designations (CLU - Chartered Life Underwriter, ChFC - Chartered Financial Consultant) in life insurance and related areas, including estate planning and employee benefits. Dr. Gustavson has written articles on employee benefits for faculty, portfolio performance, long-term healthcare, and disability insurance. Dr. Gustavson has served on the Board of Pensions for the Evangelical Lutheran Church in America.

2. Ratification of Chancellor's Approval of a Resolution Concerning the Financing for Additional Sky Boxes at Sanford Stadium, the University of Georgia

Approved: The Board ratified the Chancellor's approval in June 1999 of a resolution on behalf of the Board of Regents concerning the financing for additional sky boxes at Sanford Stadium, the University of Georgia.

Background: Under an agreement with the Board of Regents, the University of Georgia Athletic Association, Inc. leases, manages, and operates Sanford Stadium for the benefit of the university. The Athletic Association (the "Association") recently approved the financing and construction of 20 additional sky boxes on either side of existing sky boxes and an enclosed sky club lounge to be located under the existing sky boxes on the south side of Sanford Stadium. To finance this project, the Association will enter into a loan agreement with one or several banks or financial institutions in an amount estimated to be \$12,800,000.

The resolution outlining the financing plan was drafted by the law firm of King and Spalding and is similar to the one adopted by the Board in 1994 for construction of the original sky boxes and the one adopted in 1980 to construct the enclosure at the east end of Sanford Stadium. Since the stadium is located on property owned by the Board of Regents and title to these improvements will be vested in the Board, the purpose of the resolution is to establish the Board's acceptance of the project on general terms. The resolution makes clear that the debt incurred by the Association will not in any way constitute an obligation of the university, the Board of Regents or the State of Georgia.

COMMITTEE ON FINANCE AND BUSINESS OPERATIONS

3. **Ratification of Chancellor's Approval of a Resolution Concerning the Financing for Additional Sky boxes at Sanford Stadium, the University of Georgia** (Continued)

The resolution is as follows:

**RESOLUTION OF THE BOARD OF REGENTS
OF THE UNIVERSITY SYSTEM OF GEORGIA**

WHEREAS, the University of Georgia Athletic Association, Inc. (the "Association"), a not-for-profit corporation, organized and existing under and by virtue of the laws of the State of Georgia, was incorporated February 14, 1928 and has continuously since such date been the principal operating organization for the athletic program of the University of Georgia at Athens, Georgia (hereinafter sometime called the "University"); and

WHEREAS, the existence and authority of the Association are recognized under the laws of the State of Georgia (Georgia Laws 1949, page 29, as amended) and approved by the Board of Regents of the University System of Georgia (the "Board of Regents"); and

WHEREAS, the Board of Regents, pursuant to the Constitution and laws of the State of Georgia, had jurisdiction over and complete management and control of the University, including the power to appoint officers and faculty members of the University; and

WHEREAS, it is hereby found to be required by and convenient for the proper conduct, management, and operation of the University's athletic program that there be acquired, erected, and constructed additions and improvements to the University's existing stadium, known as "Sanford Stadium," such additions and improvements to consist of approximately 20 additional sky boxes or suites and an enclosed sky club lounge, with appurtenant utilities and related facilities (hereinafter referred to as the "Project"); and

WHEREAS, to finance the cost of the acquisition and construction of the Project, the Association will be required to borrow an amount currently estimated to be approximately \$12,800,000; and

WHEREAS, the Association proposes to enter into a loan agreement with a bank or banks or financial institutions to be determined by the Association (hereinafter referred to as the "Loan Agreement"), pursuant to which an amount currently estimated to be \$12,800,000 will be made available to the Association upon the terms and conditions therein set forth; and

WHEREAS, the indebtedness incurred by the Association will not constitute an obligation of the Board of Regents, the State of Georgia, or the University; and

WHEREAS, the Project, when constructed, will become a part of facilities owned by the Board of Regents, upon real property of the Board of Regents, and it is the intention of the Association to vest title to such improvements in the Board of Regents for the use and benefit of the University System of Georgia;

COMMITTEE ON FINANCE AND BUSINESS OPERATIONS

2. Ratification of Chancellor's Approval of a Resolution Concerning the Financing for Additional Sky boxes at Sanford Stadium, the University of Georgia (Continued)

NOW, THEREFORE, BE IT RESOLVED by the Board of Regents, as follows:

(1) The Board of Regents does hereby covenant with the holders of the stadium debentures or notes to be issued pursuant to such borrowing documents (the "Indebtedness") that the Association, so long as any of such Indebtedness remains outstanding, shall continue to have exclusive authority to conduct the athletic program of the University and earn, receive, and collect the proceeds of all such athletic exhibitions and contests (including, without limitation, income from television and radio rights and concessionaires) involving the athletes and teams representing the University, the income and revenues from the stadium and the student athletic fees, and further that the Board of Regents will not, so long as any of such Indebtedness remains outstanding, take any action which will substantially impair in any manner the rights of such holders to the payment of the principal of and the interest on such Indebtedness.

(2) Any moneys borrowed by the Association pursuant to the terms of such borrowing documents, including obligations represented by the Indebtedness, shall not be deemed to be an obligation, general, special, or otherwise, of the Board of Regents, the State of Georgia, or the University, but shall be payable solely from the funds of the Association, and the Board of Regents, by approving the execution of such borrowing documents by the Association, assumes no liability with respect thereto.

(3) The Association shall provide in the documentation relating to the Indebtedness that the Board of Regents shall have the right and option at any time to redeem and retire such Indebtedness upon payment of the principal amount thereof then outstanding and interest accrued from the date of the last payment of interest to the date of redemption, without any premium or penalty, but shall have no obligation to do so.

(4) The Board of Regents hereby accepts and approves the construction by the Association of the Project.

(5) This resolution shall become effective immediately upon its passage. Any actions heretofore taken in connection with the Project or the financing thereof are hereby ratified and reaffirmed.

s/ STEPHEN R. PORTCH

Chancellor Stephen R. Portch

On Behalf of the Board of Regents Under the

Authority Granted to the Chancellor in June 1999

Subject to ratification of the Board of Regents in August

1999

COMMITTEE ON FINANCE AND BUSINESS OPERATIONS

3. Acceptance of Gifts, Georgia Institute of Technology

Approved: The Board accepted on behalf of the Georgia Institute of Technology (“GIT”) gifts-in-kind from the following corporations:

<u>Company</u>	<u>Value</u>	<u>Item</u>	<u>Department</u>
Motorola, Inc.	\$400,000	Robotics Equipment (Used)	Electrical & Computer Engineering & Mech. Engineering
Hewlett-Packard Company	\$215,315	Computer hardware and 1 year support	Electrical & Computer Engineering
Intel Corporation	\$181,032	Computer hardware	Electrical & Computer Engineering
Scientific Atlanta Incorporated	\$490,000	Digital network equipment Equipment for CATV Digital Network Lab Center	Electrical & Computer Engineering Comm. Systems
Hebel Building Systems	\$180,000	Material for wall and floor construction for the Sustainable Education Building	Civil & Environmental Engineering
Sun Microsystems	\$316,000	Computer Equipment	Office of Information Technology
Lucent Technologies	\$415,200	300 Laser chips	GTRI Electro-Optics, Environmental, & Material Laboratory
Ganymede Software	\$340,000	Software licenses	College of Computing

Background: Board policy requires that any gift to a University System of Georgia institution with an initial value greater than \$100,000 must be accepted by the Board of Regents. GIT has advised that these items have been appraised at fair market value, and there are no obligatory costs to be incurred by the acceptance of these gifts. The only known costs associated with this

action will be future maintenance and repair as required to properly maintain the items.

COMMITTEE ON FINANCE AND BUSINESS OPERATIONS

4. Acceptance of Gift, Georgia Southwestern State University

Approved: The Board accepted on behalf of Georgia Southwestern State University ("GSSU") the gift of \$263,268.68 representing the proceeds of a life insurance policy.

Background: Board policy requires that any gift to a University System of Georgia institution with an initial value greater than \$100,000 must be accepted by the Board of Regents. The life insurance policy proceeds received by GSSU carry no restrictions imposed by the donor.

5. Information Item: Report of Final Fiscal Year 1999 Budget Amendments

Given the closure of the fiscal year in June, the Board of Regents authorized the Chancellor to administratively approve budget amendments received after the June meeting and prior to the start of the fiscal year. Additional Board policy adopted November 1998 stipulates that institutions must seek specific approval for any amendment proposal in excess of \$1 million affecting State-appropriated general funds, auxiliary enterprise funds, or student activity funds. There were no budget amendments submitted during this period which fell into the above categories. Chair White presented the following summary of all budget amendments for fiscal year 1999 as approved by the Board of Regents or the Chancellor:

Operating Budget: The operating budget for all System institutions and agencies combined was amended from \$3.437 billion to \$3.629 billion, an increase of \$192 million or 5.6%. Of the amount, \$62 million was funds provided in the supplemental budget through actions of the Governor and General Assembly and allocations from reserved appropriations. Another large part consisted of \$91 million supporting additional federal or other contracts and grants including financial aid. By comparison, the overall dollar value of amendments in fiscal year 1998 was \$220 million, which represents an increase of 7%. The lower amount in fiscal year 1999 is attributable in some measure to lower these projected tuition revenues.

Capital Budget (Non-bond funded projects only): The capital budget for all System institutions and agencies increased by \$101 million in fiscal year 1999 from an original base of \$90 million. Last year, the capital budget adjustment was \$140 million. A substantial portion of the fiscal year 1999 increase can be attributed to major renovation and rehabilitation ("MRR") funds, \$47 million, approved by the Board in May but amended into the original budget after its adoption in June. The next largest portion of the increase is attributable to gifts and grants revenue of \$18 million and State allocations for capital outlay of \$17 million. The balance of the increase relates to the transfer of some auxiliary enterprise reserves for renovation projects and equipment acquisition and other transfers from the general budget. In fiscal year 2000, MRR funds were included in original budgets for each institution so that next year's capital budget amendment will be much lower.

Auxiliary Enterprise and Student Activity Budgets: The auxiliary enterprise budget for all institutions was increased by only \$10 million in fiscal year 1999 from a budget base of \$274.7 million, or 3.7%. Last year, this budget was amended by \$24.3 million, or 9.2%. The student activity budget was adjusted by \$5.4 million from a base of \$49.4 million, or 10.9%. Last year's adjustment was approximately \$6 million or 14.2%.

COMMITTEE ON REAL ESTATE AND FACILITIES

The Committee on Real Estate and Facilities met on Tuesday, August 10, 1999 at approximately 2:40 p.m. in the Board Room. Committee members in attendance were Chair Charles H. Jones, Vice Chair Donald M. Leebern, Jr., and Regents Connie Cater, J. Tom Coleman, Jr., Hilton H. Howell, Jr., George M. D. (John) Hunt III, Glenn S. White, and James D. Yancey. Chair Jones reported to the Board on Wednesday that the Committee had reviewed ten items, nine of which required action. With motion properly made, seconded, and unanimously adopted, the Board approved and authorized the following:

1. Naming of Facility, Georgia Southern University

Approved: The Board approved the naming of the athletics office building at Georgia Southern University the "Dan J. Parrish Sr. Football Center" in honor of Dan J. Parrish, Sr.

The athletics office building is a 12,000-square-foot building scheduled for completion during fall semester 2000. This project was approved by the Board in January 1999.

Biography of the life and contributions of Dan J. Parrish, Sr.:

- Mr. Parrish was a native of Metter, Georgia.
- He was a banker known as a practical, modest, generous man of conviction, character, and humanity, whom people recall as a banking legend and a good friend.
- In 1948, he was the founder of the Parrish Banking Company, and he later joined the Metter Banking Company, where he eventually became the Chairman.
- He served as the mayor of Metter. He was a member of the Southern Boosters, a charter member of the board of directors of the Metter Chamber of Commerce, a member of the Chandler County Board of Education, one of the founders of the Chandler County Development Authority, a president of the Metter Kiwanis Club, a founder of the Metter Rotary Club, a member of the Metter Masonic Lodge, and an organizer of the Willow Lake Golf Club, which is the site of the annual Dan J. Parrish Golf Classic named in his honor.

2. Naming of Facility, Columbus State University

Approved: The Board approved the naming of the new physical education facility currently under construction at Columbus State University "The Frank G. Lumpkin, Jr. Center."

Biography of the life and contributions of Mr. Frank G. Lumpkin, Jr.:

- Mr. Lumpkin is a long-time supporter of Columbus State University.

- He was a University of Georgia student athlete in the 1920s.
- Mr. Lumpkin is an ancestor of one of the oldest and most prominent families in the city of Columbus.
- He has a vital interest in local issues, including Columbus State University.

COMMITTEE ON REAL ESTATE AND FACILITIES

3. Nonexclusive Easement for Access, the University of Georgia

Approved: The Board declared a 20-foot-wide strip of land approximately 1,700 feet in length in the B.F. Grant Memorial Forest, Putnam County, University of Georgia, no longer advantageously useful to the University of Georgia or other units of the University System of Georgia, but only for the purpose of allowing this land to be used under the terms of a nonexclusive easement by James T. Strickland, Jr. for an access road. Chair Jones and the Committee modified this item by requesting a report on the manner of accounting for timber sales.

The Board also authorized the execution of a nonexclusive easement with James T. Strickland, Jr. covering the above-referenced tract of land for an access road.

Background: The Board, in June 1954, accepted 14,314.89 acres of land from the federal government. This deed was made subject to “easements for existing or established roads, highways, and public utilities, if any.” At the time, there existed an unpaved road as the only access from Godfrey Road to 109 acres of privately owned land. This road has remained in existence since that time, although an easement has never been documented.

This action will allow recording of the easement. The easement is restricted to use as an agricultural farm road to provide access to a farm and residence. The rights granted by the easement will revert if a public road is constructed.

4. Demolition of the English and the Modern Foreign Language Buildings, Georgia College & State University

Approved: The Board declared the English Building and the Modern Foreign Language Building at Georgia College & State University (“GCSU”) to be no longer advantageously useful to GCSU or other units of the University System of Georgia and authorized the demolition and removal of these buildings.

Approval of the demolition is subject to the satisfactory completion of a Georgia Environmental Policy Act evaluation with particular attention on historic and archaeological issues.

The Board also requested that the Governor issue an Executive Order authorizing the disposal of these buildings from the campus of GCSU.

Background: The English Building is a 17,012-gross-square-foot masonry-exterior structure with interior wood framing built in 1928. The Modern Foreign Language Building is a 14,626-gross-square-foot masonry-exterior structure with interior wood framing built in 1928.

Both buildings are listed by the Department of Natural Resources, Historic Preservation Division, as eligible property to be included in the preservation program. To the knowledge of GCSU, neither building is listed on any historic registers. Both buildings are in disrepair, are not accessible to the physically handicapped, and do not meet the National Electric Code and Life Safety Code. The cost to

renovate these facilities, including addressing historic preservation issues and meeting all present codes, would not be economically feasible.

COMMITTEE ON REAL ESTATE AND FACILITIES

4. Demolition of the English and the Modern Foreign Language Buildings, Georgia College & State University (Continued)

The recently initiated campus master planning process indicates that both buildings should be demolished to make room for major capital project I-39, "Russell Library and Information Technology Center" which was authorized by the Board in June 1997. The legislature funded the design of the project in the fiscal year 1999 supplemental budget. The cost of the demolition of these buildings, including environmental abatement of lead paint and asbestos hazardous materials, is estimated at \$450,000 and will be funded as part of the major capital project.

5. Rental Agreement, Northeast Georgia Police Academy, the University of Georgia

Approved: The Board authorized the execution of a rental agreement between John H. Barrett Construction Company, Inc., Landlord, and the Board of Regents, Tenant, covering 10,000 square feet of office space and 1.607 acres of land located at 150 Ben Burton Road, Athens, Clarke County, Georgia for the period beginning July 1, 1999 and ending June 30, 2000 at a monthly rental of \$5,000 (\$60,000 per year/\$6 per square foot per year) with an option to renew for four consecutive one-year periods for the use of the Northeast Georgia Police Academy.

The terms of this rental agreement are subject to review and legal approval by the Office of the Attorney General.

Background: This purpose-built facility has been occupied since its construction in 1993 by the Northeast Georgia Police Academy. All options have been exercised, and a new agreement is required.

The Northeast Georgia Police Academy operates under a contract with the State of Georgia to deliver training to peace officers from 24 counties in Northeast Georgia. On an annual basis, this training includes over 2800 hours of basic certification, over 900 hours of advanced and specialized training, and over 200 hours of in-service training to about 2200 peace officers.

The rent rate of \$5000 per month is the same as the rent rate in 1993. Annual operating expenses are estimated to be \$16,240. Funding for this rent and operating expenses is an annual appropriation from the General Assembly to Georgia Public Safety Training Center.

6. Rental Agreement, Oxford, England, the University of Georgia

Approved: The Board authorized the execution of a rental agreement between the University of Georgia Foundation, Landlord, and the Board of Regents, Tenant, covering approximately 5,443 square feet known as 106 Banbury Road, North Oxford, England for the period August 16, 1999 through June 30, 2000 at a monthly rent of \$12,500 (\$150,000 per year annualized/\$27.56 per square foot per year annualized) with an option to renew on a year-to-year basis for four consecutive one-year periods at a rent rate increasing 4% per year for use of the University of Georgia.

The terms of this rental agreement are subject to review and legal approval by the Office of the Attorney General.

COMMITTEE ON REAL ESTATE AND FACILITIES

6. Rental Agreement, Oxford, England, the University of Georgia (Continued)

This facility will be used for student housing for the Studies Abroad Program and will permit an expansion of this program to be a year-round program.

Housing will be provided for up to 30 students at a time. The students are charged a single fee, which includes housing, for the Studies Abroad Program. Funding for this agreement is from these student fees.

Operating expenses (including utilities, janitorial, maintenance, taxes, and insurance) are estimated to be \$40,000 per year.

At the end of the term of this agreement, the need for continued use of this facility and options to renting this facility for housing will be assessed for the long-term needs of the Studies Abroad Program.

7. Rental Agreement, Colony Square, Georgia Institute of Technology

Approved: The Board authorized the execution of a rental agreement between Trizec Colony Square, Inc., Landlord, and Board of Regents, Tenant, covering approximately 9,664 square feet of office space in Building A, Suite 200 of Colony Square located at 1175 Peachtree Street, Atlanta, Georgia for the period beginning September 1, 1999 and ending June 30, 2000 at a monthly rental of \$12,080 (\$144,960 per year annualized/\$15 per square foot per year annualized) with option to renew for five consecutive one-year periods with the rent increasing 2% for each option exercised for use by the Georgia Institute of Technology's ("GIT") Continuing Education College of Computing.

The terms of this rental agreement are subject to review and legal approval by the Office of the Attorney General.

Background: This space has been occupied by GIT's Continuing Education College of Computing since 1989. The last option on the lease expired June 1998, and the space has been rented on a month-to-month basis since that time.

This facility is used for continuing education classes for computer training. The Continuing Education Program at GIT's College of Computing provides useful and practical professional development for executives, managers, supervisors, end users, administrators, and programmers in all businesses in all industries. Approximately 145 classes per year are offered at this location and are attended by over 900 working professionals in the community. Certificates include: UNIX, Internet, software engineering, networking, database management, information technology for managers, and information technology project management.

At this time, GIT does not have campus space for these activities. This lease is a temporary lease situation. GIT has included a continuing education center on a near campus as part of its five-year capital plan. Upon completion of this center, the leased space in Colony Square will no longer be necessary. It is anticipated the new facility could be available for occupancy within four to five years.

COMMITTEE ON REAL ESTATE AND FACILITIES

7. Rental Agreement, Colony Square, Georgia Institute of Technology (Continued)

Full-service rates in the Midtown Atlanta market as reported by Jamison Research for 1998 were a mean of \$15.40 per square foot for comparable space. EQUIS reports rent in Colony Square ranges between \$16 per square foot and \$21 per square foot. Jamison Research has reported for 1998 that in the Midtown Atlanta market landlords are including escalations of 3% to 4% annually over the length of the lease. All operating expenses, estimated to be \$7 per square foot for this space, are included in the rental rate.

8. Lease Agreement, Bioengineering/Bioscience Building, Georgia Institute of Technology

Approved: The Board authorized the execution of a rental agreement between Georgia Tech Research Corporation (“GTRC”), Landlord, and the Board of Regents, Tenant, covering 146,911 square feet of space known as the Parker Petit Institute of Bioengineering and Biosciences for the period beginning August 12, 1999 and ending June 30, 2000 at an annual rent of \$1,054,364 (\$7.18 per square foot per year) with an option to renew on a year-to-year basis for 30 consecutive one-year periods.

The terms of this rental agreement are subject to the review and legal approval of the Office of the Attorney General.

Background: The Board, in October 1996, approved the bioengineering/bioscience complex project. This involved a ground lease to Georgia Tech Foundation Facilities, Inc., which would construct the project then enter into a lease with Georgia Tech Research Corporation. GTRC’s assets would be pledged to the debt. At the completion of construction, the building would be leased back to the Board of Regents. This request is the leaseback to the Board of Regents.

The agreement is consistent with the October 1996 Board action approving the sublease of the facility on a year-to-year basis from GTRC for 30 years under the terms of a triple-net lease. There are 30 option periods which can be extended on a year-to-year basis up to 45 years in the event the ground lease is extended. At the end of the ground lease, the facility will become Board of Regents’ property.

Estimated operating expenses are \$852,000 per year.

The facility is currently ready for occupancy.

9. Authorization of Project, “Athletic Facility and Softball Stadium,” Kennesaw State University

Approved: The Board authorized project “Athletic Building and Softball Stadium,” Kennesaw State University (“KSU”) with a total project budget of \$4 million funded from athletics funds and private donations. This item was originally continued at the May 1999 Board meeting.

The facility will be located on campus adjacent to the softball and baseball fields and will consolidate all the facilities located adjacent to the playing fields. The facilities master plan identified the need for this type of space in these locations.

COMMITTEE ON REAL ESTATE AND FACILITIES

9. Authorization of Project, "Athletic Facility and Softball Stadium," Kennesaw State University (Continued)

The improvements will consist of a 17,300-square-foot, two-story field house to include athletics staff offices, locker rooms, training rooms, a multipurpose room, storage, and support space. The softball stadium, approximately 6,700 square feet, will include bleachers for approximately 400 people, a concessions area, spectator restrooms, a press box, and dugouts. The existing softball bleachers (approximately 400 seats) will remain.

The total project cost is \$4 million. The estimated construction cost for the field house is \$2,080,000 (\$120 per square foot) and \$820,000 (\$122 per square foot) for the stadium. Funding for the project will be from athletic funds (\$1 million) and \$3 million in gifts. A challenge grant of \$1 million has been initiated by a benefactor, and commitments for some of the funds have been received. KSU has had a building program prepared and has completed an environmental site assessment of the site.

Since the project was approved, the Central Office staff and KSU will proceed with the selection of an architectural consultant when full funding is in place.

Upon Board of Regents verification of receipt of the additional private funding, the project will be authorized to proceed as described herein. If full funding is not provided, the project scope will be scaled back and completed within the funds available and brought back to the Board for reconsideration.

KSU has accumulated a \$501,741 fund balance through June 30, 1998, which has been internally earmarked for capital expenditure. KSU is currently planning, over the next three fiscal years through planned expenditure management, to further redirect a total of \$500,000 from the athletic operating budget to the athletic capital budget. This time period will coincide with the planned fund raising, design, and construction period associated with this facility.

10. Information Item: Master Plan, Valdosta State University

Valdosta State University ("VSU") and the Office of Facilities proposed a master plan for future development of the campus. Director of Planning Gita Hendessi presented a summary of the physical master planning process along with a Systemwide progress report and introduced President Hugh C. Bailey who presented the plan to the Committee. Consultants reviewed five-year enrollment targets, the campus mission statement, the strategic plan, academic programs, support programs, and other variables. They met with the administration, faculty, senate, students, and community leaders to receive input and then presented five-year, ten-year, and long-term options for facilities, parking/traffic patterns, student/pedestrian patterns, and campus beautification. Based on the consultants' findings, VSU's master plan recommendations included the following:

- Utilize effectively the main campus and north campus and acquire additional property contiguous with the main campus as the opportunity may arise and while market conditions are favorable for land purchase

COMMITTEE ON REAL ESTATE AND FACILITIES

10. Information Item: Master Plan, Valdosta State University (Continued)

- Preserve the historic campus front lawn, 3.5 acres of natural green space, and 26 acres of flood plain
- Complete construction of Board-approved biology and chemistry building, library addition, and student recreation center
- Pursue funding to acquire property, primarily to the south of the main campus, and complete the acquisition of land to the north of the main campus by purchasing the remaining parcels
- Create and enhance common outdoor areas and pedestrian circulation

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

The Committee on Education, Research, and Extension met on Tuesday, August 10, 1999 at approximately

2:30 p.m. in the Education Committee Room, room 7014. Committee members in attendance were Chair Juanita P. Baranco, Vice Chair Elridge W. McMillan, and Regents Thomas F. Allgood, Sr., Joe Frank Harris, Edgar L. Jenkins, Martin W. NeSmith, and Joel O. Wooten. Chair Baranco reported to the Board that the Committee had reviewed 17 items, 14 of which required action. Additionally, 776 regular faculty appointments were reviewed and recommended for approval. With motion properly made, seconded, and unanimously adopted, the Board approved and authorized the following:

1. Establishment of an External Doctor of Education With a Major in Education Administration at Augusta State University, Georgia Southern University

Approved: The Board approved the request of President Bruce Grube that Georgia Southern University ("GSOU") be authorized to offer the doctor of education ("Ed.D.") with a major in education administration as an external degree program at Augusta State University ("AUSU"), effective August 11, 1999.

Abstract: GSOU proposed to offer the doctor of education with a major in education administration as an external degree program at AUSU. The program has been redesigned to meet the Regents' "Principles for the Preparation of Educators for the Schools." The redesigned program will be offered as a collaborative between GSOU and AUSU. A memorandum of agreement has been signed which stipulates the roles and responsibilities of each institution. GSOU has had program approval to offer the doctor of education with a major in education administration since 1993.

This collaborative will provide access to a doctor of education degree program for school personnel in the Augusta area. This proposal is a component of the Statewide plan for expanding access to Ed. D. programs approved in principle by the Board in June 1999.

Need: Currently, there is no doctoral program in education administration offered in the Augusta area. Approximately 500 educational administrators work and/or reside within a 50-mile radius of Augusta. Many current and prospective school administrators in the Augusta region drive to South Carolina to pursue doctoral study. GSOU and AUSU have received about 180 expressions of interest from area school personnel for doctoral work in education in the Augusta region.

Objectives: The program seeks to prepare school leaders who can put conditions in place in the schools that will help teachers improve student learning (Regents' fourth principle on teacher preparation). The program objectives focus on the following areas: theoretical foundations of leader behavior, conceptual and practical bases of leader behavior within schools, research skills necessary to analyze and solve problems of practice and improve student achievement in the schools, and management and leadership skills.

Curriculum: The program will require a minimum of 75 semester hours beyond the master's degree: 42 hours in educational leadership, 24 hours in the doctoral core (research and inquiry, theory), and 9 hours (minimum) dissertation. The program meets the recognized national accreditation standards in education administration.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

1. Establishment of an External Doctor of Education With a Major in Education Administration at Augusta State University, Georgia Southern University (Continued)

The Department of Leadership, Technology, and Human Development at GSOU will assume primary responsibility for coordinating all aspects of the program. An inter-university advisory committee consisting of the education deans from both institutions, the responsible department chair, and the doctoral program coordinator at GSOU will meet biannually to provide further policy direction for the program. Courses will be taught by faculty from GSOU and AUSU.

Faculty who teach in the program must meet the requirements for graduate faculty standing at GSOU. While GSOU faculty will constitute the majority members of all doctoral committees, AUSU faculty who meet the requirements for graduate faculty standing at GSOU will also serve on students' doctoral committees.

Program admission and residency requirements will be the same as those in effect at GSOU. Residency requirements may be fulfilled on either the GSOU or AUSU campus. Students will go through the program as a cohort of 10 to 15 members.

Projected Enrollment: It is anticipated that for the first three years of the program, student enrollment will be 10, 20, and 25.

Funding: No new State allocation has been requested.

Assessment: The Office of Academic Affairs will work with the institution to measure the success and continued effectiveness of the proposed program. In 2002, the institution and the Central Office will evaluate this program in terms of quality, viability, centrality to both institutions, and cost-effectiveness.

2. Establishment of the Master of Library and Information Science Degree, Valdosta State University

Approved: The Board approved the request of President Hugh C. Bailey that Valdosta State University ("VSU") be authorized to establish the master of library and information science degree ("MLIS"), effective August 11, 1999.

Abstract: VSU proposed to offer an innovative program in library and information science beginning fall semester 2000. The program is designed to be primarily Web-based, comprised of courses developed at VSU and nationally accredited library and information science programs throughout the United States and Canada. Accreditation from the American Library Association ("ALA") will be sought upon program approval. The new MLIS program at VSU capitalizes on the latest developments in distance education and collaborative education, allowing a student to earn a degree from anywhere in Georgia by combining brief periods of on-campus instruction with Internet instruction and distance education. Students will use personal computers logged on to the Internet to participate in on-line courses. Web-based software will provide students with the technological capacity for audiovisual communication; the manipulation and viewing of slides, video clips, and other graphics; and the opportunity to listen to audio clips as the professor provides verbal instruction. Students will interact with the professor and other students by E-mail and special "chat rooms" established for each course. Full-time students could probably complete the program in two academic years. However, the flexibility of the program affords adult learners opportunities to attain the degree as part-time students.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

2. Establishment of the Master of Library and Information Science Degree, Valdosta State University

(Continued)

Need: The program will fill a unique need in Georgia for a public institution because it will provide an accredited, graduate program in library and information science. No other University System of Georgia institution offers an MLIS degree. Currently, Georgia students desiring an MLIS degree travel to South Carolina, Florida, or Alabama or attend a private institution. According to the *Bureau of Labor Statistics 1998 - 1999 Occupational Outlook Handbook*, a master's degree in library science is necessary for librarian positions in most public, academic, and special libraries, as well as some school libraries. Georgia has an annual unmet need of nearly 200 librarians (*Occupational Employment and Demand for College Graduates, A Report for the University System of Georgia prepared by the Georgia Tech Research Corporation, 1997*).

Objectives: The primary goal of the MLIS program is to prepare professionals who will exercise leadership in planning, promoting, implementing, and administering the preservation, organization, dissemination, and effective use of society's recorded information. The objective of the program is to prepare graduates for professional positions in libraries, academic institutions, corporations, and independent businesses in Georgia.

Curriculum: The curriculum is a major innovative aspect of the program. It is designed to take advantage of cooperation among institutions while allowing flexibility for students. The framework for the curriculum is based on VSU's assessment of the graduate education needs of library and information science professionals in Georgia, and it is also based on the curricular guidelines of the ALA. The core of the curriculum is focused on four major areas: technical knowledge, administration, services in the knowledge society, and resources for clients. The curriculum is designed to provide students with a broad range of skills and knowledge in the techniques of organizing and retrieving information, information management, information services, information resources, and information systems. A typical program would consist of 40 credits: a 3-credit foundations course at VSU, followed by up to 24 credit hours of Web-based instruction, 10 credits at VSU, and a 3-credit capstone course at VSU. All courses will be approved by the new information studies faculty and Graduate School Committee at VSU, thus ensuring consistency and integrity for the program. The curriculum is designed for Georgia residents and adult learners who cannot leave jobs and families to return to a single campus for extended periods.

Delivery: The program will be delivered primarily by the Internet using Web-based instruction. Distance education modalities (i.e., Georgia Statewide Academic and Medical System ["GSAMS"] and satellite) and instruction at remote locations may also be used. The unique feature of this program, however, is the flexibility of the course offerings. Up to 24 credits of the 40-semester-credit-hour program may be taken on the Internet and from ALA-accredited programs in North America.

Projected Enrollment: VSU projects that for the first three years of the program, student enrollment will be 30, 60, and 70.

Funding: Costs are controlled by cooperation with other institutions. VSU is not required to undertake the expensive duplication of courses. Program costs will be met through redirection of funds, fund-raising initiatives, and tuition income. No new State funding will be sought for this proposal.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

2. Establishment of the Master of Library and Information Science Degree, Valdosta State

University

(Continued)

Assessment: The Office of Academic Affairs will work with the institution to measure the success and continued effectiveness of the proposed program. In 2003, this program will be evaluated by the institution and the Central Office to determine the success of the program's implementation and achievement of the enrollment, quality, centrality, viability, and cost-effectiveness, as indicated in the proposal.

3. Conversion of Existing Ed.D. Programs in Early Childhood Education and Elementary Education to Ph.D. Programs, the University of Georgia

Approved: The Board approved the request of President Michael F. Adams that the University of Georgia ("UGA") be authorized to offer doctor of philosophy ("Ph.D.") programs in early childhood education and elementary education to replace existing doctor of education ("Ed.D.") programs in both fields, effective August 11, 1999.

Abstract: The University of Georgia proposed to convert two Ed.D. programs in early childhood education and elementary education to Ph.D. programs. The degree inscriptions will be doctor of philosophy degree in early childhood education and doctor of philosophy degree in elementary education. Both programs are research degrees designed to prepare future college faculty who will prepare teachers in early childhood (emphasis on pre-kindergarten and the young child) and in elementary education (emphasis on the elementary child and adolescent). Students in both programs will emphasize research, theory, and application consistent with changing needs in teacher preparation. The doctor of philosophy, with a strong research emphasis, is the more widely recognized degree for individuals aspiring to college faculty positions or to assume leadership responsibilities. The Ed.D. program is typically designed for school practitioners. The name changes are a more accurate reflection of the emphases in these two doctoral programs.

Need: After the Board's year-long emphasis on teacher preparation in fiscal 1998, all Regents are fully aware of the importance of qualified teachers in public school classrooms. The graduates of these two Ph. D. programs (and others like them) will prepare the college faculty who will prepare the teachers for our schools in the next generation. The Ph.D. programs in early childhood education and elementary education will help enhance the Regents' teacher preparation principles by better preparing master teachers to know and understand through thorough review of the research record what facilitates and what inhibits children's learning and achievement. There is an obvious need for exceptional educators of young children and adolescents. The quality and quantity of these relationships are major determinants in children's social and educational outcomes. The preparation of these teachers is dependent upon first-rate instructors in their college courses. A critical need exists for specialists who have expertise in the myriad of social, familial, and biological issues that have an impact on young children and adolescents. Society needs early childhood and elementary specialists who have knowledge of appropriate practices to facilitate important decisions related to the development and achievement of children. A need exists nationally for professionals who are capable of carrying out original research to bridge the gap between theory and practice in the education of young children and adolescents. There is one Ph.D. program in early childhood education in Georgia. There are no Ph.D. programs in elementary education in Georgia. Currently, there are 16 students enrolled in UGA's Ed.D. program in early childhood education and 11 students enrolled in the Ed.D. in elementary education. The Ed.D. programs will be phased out after the current students complete the programs.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

3. Conversion of Existing Ed.D. Programs in Early Childhood Education and Elementary Education to Ph.D. Programs, the University of Georgia (Continued)

Objectives: The program seeks to prepare researchers in early childhood or elementary education, to stimulate leading-edge research and development in these fields, to attract funding for high-quality research projects, to attract outstanding Ph.D. students and faculty from under-represented groups with a focus on creating a culturally diverse teaching and learning environment, and to establish the University of Georgia as a national leader in early childhood and elementary education.

Curriculum: The curriculum in both programs is similar with a major exception. The early childhood education program concentrates its research, theory, and application on the very young child. The elementary education program emphasizes a broader age range, pre-kindergarten through eighth grade. Students in both programs must complete a series of courses in research, and they will conduct research in collaboration with faculty. Students in both programs will complete an area of concentration in the core subjects taught in elementary schools or they may specialize in special education, multicultural education, curriculum, technology, or families, schools, and communities. Students in both programs must complete a dissertation of original research. Students in both programs will take courses in other programs within the College of Education or the College of Arts and Science appropriate to their program of study.

Faculty: Both programs will be administered by the Department of Elementary Education within the College of Education. There are 17 tenure-track faculty in the department. Fourteen of them are members of the graduate faculty and will teach in one or both of the programs. The *U.S. News and World Report's* 1998 ranking of "America's Best Graduate Schools" placed the University of Georgia's elementary education programs fifth in the country.

Admission and residency requirements: Admission requirements include a minimum Graduate Record Examination ("GRE") score of 1000, a minimum undergraduate grade point average ("GPA") of 3.0, a minimum graduate GPA of 3.5, and graduate work with a strong research emphasis. Additionally, students are required to submit a portfolio of other materials attesting to their qualifications, and prospective candidates must have at least three years of teaching experience with children for admission to the early childhood education and elementary education programs. A departmental committee will interview each applicant. Students will work with a graduate committee, and they will be admitted to candidacy after passing comprehensive examinations and getting approval of their dissertation prospectus. Students will be required to complete at least two consecutive semesters of full-time work in residence.

Projected Enrollment: It is anticipated that both programs will maintain the levels of enrollment in the two Ed.D. programs.

Funding: No new State allocation has been requested.

Assessment: The Office of Academic Affairs will work with the institution to measure the success and continued effectiveness of the proposed program. In 2002, the institution and the Central Office will evaluate this program in terms of quality, viability, centrality, and cost-effectiveness.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

4. Establishment of the Bachelor of Applied Science With a Major in Administration, Macon State College

Approved: The Board approved the request of President David A. Bell that Macon State College (“MSC”) be authorized to offer the bachelor of applied science (“B.A.S.”) with a major in administration, effective August 11, 1999.

Need: The bachelor of applied science with a major in administration is an interdisciplinary program specifically designed to grant opportunities for those students who have earned an associate of applied science (“A.A.S.”) or the associate of applied technology (“A.A.T.”) degree and wish to continue their education through the baccalaureate degree. As the labor market of the region expands to meet economic growth, there will be a greater need for technically trained individuals to expand their knowledge and skills. Projected need for the program is based on a ten-year average of approximately 26 A.A.S. graduates from MSC, 65 graduates of Macon Technical Institute’s A.A.T. program in 1999, and projected growth in the expanded cooperative A.A.S. with Middle Georgia Technical Institute offered with MSC. This proposal is a product of that expansion and cooperation.

Objectives: The objectives of the B.A.S. in administration are to offer an interdisciplinary study of administration, to provide an opportunity for students with associate degrees in applied sciences to expand their careers with a baccalaureate degree and a thorough knowledge of administration, and to contribute to the economic growth of the region with enhanced skills and knowledge.

Curriculum: The 120-semester-hour curriculum, housed within the Division of Social Science, is interdisciplinary and seeks to assist the student with completion of a liberal arts general core while focusing on administration and supervision in organizations. Students will be required to have earned an A.A.S. or A.A.T. degree for admission to the program. Students will then be required to complete 21 semester hours of course work in the general core before beginning third- and fourth-year studies in administration. MSC will accept as transfer credit the core from any University System of Georgia institution. This flexibility will permit students to complete their A.A.S. or A.A.T. degrees and 21 semester hours at an institution close to their place of residence. Afterwards, students may transfer to MSC for the two to three semesters necessary for degree completion.

Program Requirements for the Bachelor of Applied Science With a Major in Administration

Associate of Applied Science or Associate of Applied Technology	60 semester hours
Junior Year General Core	21 semester hours
<u>Major Courses and Electives</u>	<u>39 semester hours</u>
Total Program	120 semester hours

Delivery: The program will maximize the use of Web-based instructional technology to maximize the distance learning instructional opportunities for students. The delivery of course materials will be structured around evenings and weekends.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

4. Establishment of the Bachelor of Applied Science With a Major in Administration, Macon State

College (Continued)

Projected Enrollment: It is anticipated that for the first three years of the program, student enrollment will be 25, 50, and 80. When fully established, MSC projects a yearly enrollment of approximately 80 students per year and a graduation rate of 60 students per year.

Funding: Program costs will be met through redirection of funds, fund-raising initiatives, and tuition income. No new State funding is requested for this proposal.

Assessment: The Office of Academic Affairs will work with the institution to measure the success and continued effectiveness of the proposed program. In 2003, this program will be evaluated by the institution and the Central Office to determine the success of the program's implementation and achievement of the enrollment, quality, centrality, viability and cost-effectiveness, as indicated in the proposal.

5. Establishment of the Bachelor of Science in Sociology, Kennesaw State University

Approved: The Board approved the request of President Betty L. Siegel that Kennesaw State University ("KSU") be authorized to establish the bachelor of science in sociology, effective August 11, 1999.

Abstract: The proposed bachelor of science in sociology is a response to student and metro-area demand and reflects a 15-year national trend of the growth of sociology as a major. Specific concentrations of study in the following areas have been developed to introduce students to knowledge that leads to career applications in a rapidly changing employment arena: organizational and social change, cultural diversity, criminology, and spatial analysis and population studies. All courses of the proposed degree program will be taught by existing faculty.

Need: A scan of State needs and employment opportunities shows an environment of economic growth and occupational diversity. The Georgia Department of Labor's report entitled *1996-2006 Planning for Tomorrow: Industry and Occupational Outlook* indicates that "employment in Georgia is projected to increase by more than one million jobs in the next ten years." The fastest projected growth and largest projected increase in employment will be in the services sector, where a 43.6% gain is projected (from 1.4 million to 2.1 million jobs).

Workforce Preparation and Higher Education in Georgia: A Survey for the Board of Regents of the University System of Georgia (1997) states that "employers identify critical thinking and oral communication skills as the qualities they most desire in their employees. The ability to work in teams and written communication skills also receive significant support." Also, the modern commercial economy calls for individuals who are capable of adjusting to shifts in the marketplace. According to responses from prospective employers, because employment involves interpersonal skills, those equipped with a social and cultural overview possess a decided advantage.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

5. Establishment of the Bachelor of Science in Sociology, Kennesaw State University (Continued)

Spanning the Chasm: Corporate and Academic Cooperation to Improve Work-Force Preparation cites two areas in which business leaders believe recent graduates are deficient: understanding of globalization and its implications and the ability to work with people from diverse backgrounds (Business-Higher Education Forum in affiliation with the American Council on Education, 1997, p. 5). This proposed major fulfills a need for students entering a job market in the increasingly culturally and ethnically diverse workplace where employers need trained personnel to interact with, and provide service to, people from varied social and cultural backgrounds.

Objectives: The proposed sociology degree at KSU will prepare students to understand and deal with diversity, modernization, and social change ranging from the local to the global scale. Graduates will be able to enter careers requiring technological expertise, communication skills, data gathering and analysis, community awareness and involvement, problem-solving, critical thinking, an understanding of groups and organizations, a greater awareness of their environment, and interpersonal and inter-cultural skills. Additionally, the specific concentrations in the proposed program will prepare students for graduate programs in sociology, geography, and anthropology.

Curriculum: The 120-semester-hour program will be administered by the Department of Sociology, Geography, and Anthropology, which is housed in the College of Humanities and Social Sciences. The program includes 42 hours of general education; 18 hours of lower-division major requirements; 24 hours of upper-division major requirements; 12 hours from one of the following concentrations: cultural diversity studies, criminology, organizational and social change, or spatial analysis and population studies; 12 hours of related studies; and 12 hours of free electives. Students can complete a certificate in geographic information systems or alternative dispute resolution in the related studies area. The proposed program also features an applied component in the form of a required three-hour internship. This is designed to provide a broad perspective for understanding and functioning within the workplace setting.

Projected Enrollment: KSU anticipates that for the first three years of the program, student enrollment will be 30, 57, and 80.

Funding: The Department of Sociology, Geography, and Anthropology is funded through the university's operational budget. No new State allocation funds are requested for this program.

Assessment: The Office of Academic Affairs will work with the institution to measure the success and continued effectiveness of the proposed program. In 2003, this program will be evaluated by the institution and the Central Office to determine the success of the program's implementation and achievement of the enrollment, quality, centrality, viability and cost-effectiveness, as indicated in the proposal.

6. Reorganization of the School of Education, Georgia Southwestern State University

Approved: The Board approved the request of President Michael L. Hanes of Georgia Southwestern State University to reorganize the School of Education, effective August 11, 1999.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

6. Reorganization of the School of Education, Georgia Southwestern State University (Continued)

Abstract: GSSU proposed to administratively reorganize the School of Education into four academic departments. The proposed reorganization plan is designed to provide more coherence and adaptability to discipline changes within the School of Education. Currently, the administrative structure consists of one department, the Department of Health & Human Performance, and 16 discipline coordinators or directors (i.e., early childhood education, middle grades education, special education, secondary education, reading education, P-12 programs, clinical experiences, early childhood center, computer lab & technology grants, alternative preparation program, outreach program, P-16 program, Post-secondary Readiness Enrichment Program [”PREP”], Andrews College program, Columbus State University collaborative program, and gifted and preschool handicapped endorsement programs).

Four departments are needed due to the number and complexity of the academic programs, the number of students, the number of other programs (i.e., PREP, P-16, outreach, technology, etc.), the nature of ongoing collaborative efforts and off-campus programs, and the number of adjunct faculty involved in the academic programs. The reorganization would make the School of Education more effective and efficient by causing more local control and management to occur. Higher-quality programs, increased productivity, improved assessment, and accountability will also be efforts of this reorganization. This arrangement is similar to other schools of education throughout the University System of Georgia. Costs for the reorganization will be funded internally through redirection efforts.

The following is a brief description of each department:

Early Childhood Education Department This department has 250 majors in three different programs (i.e., B.S.Ed., M.Ed., and Ed.S. majors in early childhood education). The department would be responsible for PREP, the Early Childhood Development Center & Inclusion Program, and the P-16 Initiative.

Health and Human Performance Department There are no changes prescribed for this existing department. The department offers the following degrees: B.S.Ed. with a major in health and physical education, B.S.Ed. with a major in exercise science/wellness, B.S.Ed. with a major in recreation, and M.Ed. with a major in health and physical education.

Middle Grades/Secondary Education Department This department has 135 majors in three middle grades and two business education programs (i.e., B.S.Ed., M.Ed., and Ed.S. majors in middle grade education; and B.S.Ed. and M.Ed. majors in secondary education). In addition, the department will coordinate secondary programs with approximately 140 education majors. The department will be responsible for the outreach program, the computer labs, technology grants and programs, and the Student Georgia Association for Educators (“SGAE”).

Special Education/Reading Department This department has 115 majors in five special education programs, one reading program, and also three endorsement certification programs (i.e., gifted, preschool special education, and reading). In addition, P-12 programs in art, music, and foreign languages would be coordinated, thus including all P-12 programs except health and physical education. The department would also be responsible for the Georgia Southwestern Reading Clinics & Programs, and the Student Council for Exceptional Children (“SCEC”).

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

7. External Offering of the Master of Education With a Major in Administration and Supervision

and L-5 Certification Programs Via GSAMS and WebCT to Catoosa, Habersham, and Rabun Counties, State University of West Georgia

Approved: The Board approved the request of President Beheruz N. Sethna that State University of West Georgia (“SUWG”) be authorized to externally offer the master of education degree (“M.Ed.”) with a major in administration and supervision and L-5 certification programs via GSAMS and WebCT to Catoosa, Habersham, and Rabun Counties, effective August 11, 1999.

Abstract: State University of West Georgia requests permission to expand the external degree program in Dalton to offer the Master of Education (MEd) with a major in Administration and Supervision and non-degree L-5 certification cohort programs via the Georgia Statewide Academic and Medical System (“GSAMS”) and WebCT to Catoosa, Habersham, and Rabun Counties. Consideration arose when system public school administrators from the aforementioned Georgia counties contacted both the Department of Educational Leadership and Foundations and the Distance Learning Office of SUWG expressing a need for such programs in their areas. Following the initial contact, regional meetings were held to ascertain the level of interest and need in the areas. Based on inquiries from potential students, attendance at the meetings was the following: 54 potential students from Catoosa County, 45 potential students from Habersham County, and 23 potential students from Rabun County schools.

The master of education with a major in administration and supervision and non-degree L-5 certification programs have been designed as two-year programs for educators who wish to become leaders with the competencies and attributes needed to carry out responsibilities of administrators and meet the obligations of effective professional performances. Admission requirements for this program are identical to those of the program offered on-campus. The intent of the M.Ed./L-5 cohort program is to teach the theoretical and practical sides of educational leadership. The program is designed so that the potential administrator exits with a leader’s vision of education, and a defined educational philosophy communicable to students, parents, school staff, and individuals within the community. Each cohort offers students an opportunity to study local policies and procedures through specific field-based experiences.

Meetings have been held between the institution and local library representatives. Materials are sufficient for this program. In addition, all cohort students have been issued a Joint borrower card, which enables them to check out documents closer to their remote site. Specialized services offered for the students will include: individualized research consultation, direct delivery of articles and books from Ingram Library for off-campus students who have difficulty accessing materials from libraries in their area, assistance with connecting to online databases available through Georgia Library Learning Online (“GALILEO”), borrowing of materials from other libraries, and reserved reading materials placed at a library convenient to the off-campus class site.

8. Establishment of the Kellett Chair of Allied Health Sciences, Medical College of Georgia

Approved: The Board approved the request of President Francis J. Tedesco that the Medical College of Georgia (“MCG”) be authorized to establish the Kellett Chair of Allied Health Sciences, effective August 11, 1999.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

8. Establishment of the Kellett Chair of Allied Health Sciences, Medical College of Georgia
(Continued)

Abstract: The Kellett Chair of Allied Health Sciences will be located within the School of Allied Health Sciences at MCG. The Medical College of Georgia Foundation, Inc. (“Foundation”) has on deposit

\$755,725 in an endowment for the chair. The funding for this chair has come from a generous gift of \$500,000 from Mr. Samuel Kellett, a member of the Foundation board of directors and the longtime supporter of the Medical College of Georgia. In addition, \$250,000 of the monies came from the Foundation institutional support fund, which have come from donations by corporations and banks. MCG alumni provided \$5,725 to establish the endowed chair.

Biography: Mr. Samuel Kellett has served on the board of directors of the Foundation since 1991 and is a member of the investment committee. In 1978, Mr. Kellett was cofounder and president of Convalescent Services, Inc., a company that owned and operated upscale nursing facilities throughout the country. In 1996, the company was merged into Mariner Health Group, Inc., which is a leading national provider of post acute healthcare services with operations in over 413 markets in 29 states. Mr. Kellett serves on the board of directors of this company.

Since 1991, Mr. Kellett has served on the board of Pulson Communications, Inc., which in 1997 was merged into Time Domain Systems, Inc. Mr. Kellett currently serves as chair of the board of WorldNet Communications, Inc., a company that facilitates hiring professionals through the Internet.

9. Establishment of the Distinguished Chair in Otolaryngology, Medical College of Georgia

Approved: The Board approved the request of President Francis J. Tedesco that the Medical College of Georgia be authorized to establish the Distinguished Chair in Otolaryngology, effective August 11, 1999.

Abstract: The Distinguished Chair in Otolaryngology will be designated for the Chief of Otolaryngology. The Chief of Otolaryngology is responsible for overseeing the direction of that section, the area of medicine specializing in the ear, nose, and throat. This distinguished chair will recognize the academic and clinical expertise of that individual. The Medical College of Georgia Foundation, Inc. has on deposit \$1 million in an endowment for this chair. The funding for this chair has come from the Barton Otolaryngology Fund, the Otolaryngology Chair Fund, Surgery PPG Reserves, and institutional support funds, which have come from donations by corporations and banks.

10. Establishment of the Marshall B. Allen, Jr. M.D., Distinguished Chair in Neurosurgery, Medical College of Georgia

Approved: The Board approved the request of President Francis J. Tedesco that the Medical College of Georgia (“MCG”) be authorized to establish the Marshall B. Allen, Jr. M.D., Distinguished Chair in Neurosurgery, effective August 11, 1999.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

10. Establishment of the Marshall B. Allen, Jr. M.D., Distinguished Chair in Neurosurgery, Medical College of Georgia (Continued)

Abstract: The Marshall B. Allen, Jr. M.D., Distinguished Chair in Neurosurgery will be designated for the Chief of Neurosurgery. The Chief of Neurosurgery is responsible for overseeing the direction of that section, and this distinguished chair will recognize the academic and clinical expertise of that individual. The Medical College of Georgia Foundation, Inc. has on deposit \$1 million in an endowment for this chair. The funding for this chair has come from Neurosurgery Section Funds, Surgery PPG Reserves, and institutional support funds, which have come from donations by corporations and banks.

Biography: Dr. Allen joined the MCG faculty in 1965 as Chief of the Section of Neurosurgery in the Department of Surgery. He served in that position for 29 years until his retirement in 1994. He continues to be active in the section, maintaining a close relationship with former residents and attends conferences and rounds. He is a member of the Georgia Neurosurgical Society, Society of University Neurosurgeons, Southern Neurological Society, American Association of Neurological Surgeons, American College of Surgeons, and the Southern Medical Association. He has held leadership positions in these and other professional organizations.

Dr. Allen's academic activities include more than 100 presentations, visiting professorships, abstracts, publications, book chapters, and books. Many residents trained under his guidance have progressed in successful academic and/or private patient service careers.

11. Establishment of the Roy Witherington, M.D., Chair in Urology, Medical College of Georgia

Approved: The Board approved the request of President Francis J. Tedesco that the Medical College of Georgia ("MCG") be authorized to establish the Roy Witherington, M.D., Chair in Urology, effective August 11, 1999.

Abstract: The Roy Witherington, M.D., Chair in Urology will be designated for the Chief of Urology. The Chief of Urology is responsible for overseeing the direction of that Section and this chair will recognize the academic and clinical expertise of that individual. The Medical College of Georgia Foundation, Inc. has on deposit \$500,000 in an endowment for this chair. The funding for this chair has come from the Urology Endowment Fund, Surgery PPG Reserves, and institutional support funds, which have come from donations by corporations and banks.

Biography: Dr. Witherington joined the MCG faculty in 1960 and served until 1972 in the Department of Surgery Urology Section. He was Professor and Chief of the Urology Section from 1972 to 1994 and has a 37-year history of service to MCG patients, residents, and students.

Dr. Witherington is a member of the Georgia Urological Association, the Southeastern Section of the American Urological Association (President 1987-1988) and became an honorary member in 1999, the American Urological Association, Society for Pediatric Urology, the American College of Surgeons, Southern Medical Association, the Rinker Urologic Society, and other professional organizations. Dr. Witherington has held leadership roles in many of these organizations.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

11. Establishment of the Roy Witherington, M.D., Chair in Urology, Medical College of Georgia (Continued)

Dr. Witherington was honored several times during his MCG career for teaching and patient service excellence. His academic activities include more than 100 presentations, visiting professorships, journal publications, chapters, and books. Dr. Withering, as section chief, worked in collaboration with Dr. Humphries to bring renal transplantation to the MCG.

12. Establishment of the Georgia Power Professorship in Environmental Health Science, the University of Georgia

Approved: The Board approved the request of President Michael F. Adams that the University of Georgia (“UGA”) be authorized to establish the Georgia Power Professorship in Environmental Health Science, effective August 11, 1999.

Abstract: UGA requested authorization to establish the Georgia Power Professorship in Environmental Health Science. The special faculty position will be located in the Department of Environmental Health Science, College of Agricultural and Environmental Sciences. The University of Georgia has on deposit \$204,403 in an endowment for this professorship. The addition of the Georgia Power Professorship promises to strengthen the instruction, research, and extension mission of the Department of Environmental Health Science.

The recipient of the Georgia Power Professorship in Environmental Science will have a distinguished national reputation in his/her disciplinary field. The focus of the instruction and research efforts of the professorship must center on assessing the health effects of human exposure arising in and from the generation of electric power or in support operations. Areas of research could include human health effects from community air quality issues associated with electric power generation facilities, worker exposures during the generation of electrical power, or solid and hazardous waste production arising from electric utilities. The faculty member would interact closely with the staff from Georgia Power Company’s Environmental Affairs Department and serve as a technical expertise person on various issues.

13. Renaming of the School of Policy Studies, Georgia State University

Approved: The Board approved the request of President Carl V. Patton that Georgia State University (“GSU”) be authorized to rename the School of Policy Studies to the Andrew Young School of Policy Studies, effective August 11, 1999.

Abstract: The naming of the School of Policy Studies for former Ambassador Andrew Young is a fitting tribute to his public service in both the domestic and international arenas. Mr. Young’s life exemplifies sound policy and a commitment to fairness and improved conditions for individuals both in the United States and abroad. The strengths of the School of Policy Studies and of GSU (i.e., research on urban and international problems, education, and transportation and environmental policy) reflect Mr. Young’s interests.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

13. Renaming of the School of Policy Studies, Georgia State University (Continued)

Mr. Andrew Young is chair of Good Works International, a special consulting group based in Atlanta, Georgia that provides strategic services to corporations and governments operating in the global economy. Mr. Young serves as a member of the board of directors of numerous businesses and organizations, including Delta Airlines, Argus, Host Marriott Corporation, Archer Daniels Midland, Cox Communications, and Thomas Nelson Publishing.

He is president-elect of the National Council of Churches and was appointed by the Secretary of Defense as a member of the National Security Study Group. In 1994, President William Jefferson Clinton appointed him chair of the Southern Africa Enterprise Development Fund, a U.S. \$100 million privately managed fund to provide equity to businesses in 11 countries in southern Africa. His awards include the Presidential Medal of Freedom, Legion d'Honneur, and more than 45 honorary degrees from such universities as Yale, Notre Dame, Emory, and the University of Georgia.

Mr. Young is an ordained minister, international businessperson, sports enthusiast, human rights activist, published author, and former public servant. He was elected to three terms in the United States House of Representatives from the Fifth Congressional District of Georgia, and in 1977, President James (Jimmy) Earl Carter named him Ambassador to the United Nations. Mr. Young served two terms as Mayor of Atlanta and was Co-Chairman of the Centennial Olympic Games in 1996. Andrew Young was a top aide to Dr. Martin Luther King, Jr. during the civil rights movement, was involved in its inception, and served as vice president of the Southern Christian Leadership Conference ("SCLC").

Mr. Young presently serves on the board of the Dr. Martin Luther King, Jr. Center for Non-Violent Social Change. He has published two books, *A Way Out of No Way* (Thomas Nelson Publishing) and *An Easy Burden* (Harper Collins). He is currently a professor in the School of Policy Studies at Georgia State University.

Approximately \$1.3 million has been raised from international and corporate citizens in honor of this naming. As the endowment grows, it will allow the School of Policy Studies to have an increased impact on national and international policy and the training of leaders and it will honor Andrew Young in perpetuity.

14. Administrative/Academic Appointments and Personnel Actions, Various System Institutions

The following administrative and academic appointments were reviewed by Education Committee Chair Juanita P. Baranco and were approved by the Board. All regular appointments are on file with the Office of Academic Affairs.

CONFERRING OF EMERITUS STATUS: AT THE REQUEST OF THE PRESIDENTS OF VARIOUS INSTITUTIONS IN THE UNIVERSITY SYSTEM, THE BOARD CONFERRED THE TITLE OF EMERITUS UPON THE FOLLOWING FACULTY MEMBERS, EFFECTIVE ON THE DATES INDICATED:

(A) GEORGIA INSTITUTE OF TECHNOLOGY

CARPENTER, STANLEY R.: PROFESSOR EMERITUS, SCHOOL OF PUBLIC POLICY, IVAN ALLEN COLLEGE, EFFECTIVE AUG 17, 1999.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

CONFERRING OF EMERITUS STATUS (CONTINUED):

(A) GEORGIA INSTITUTE OF TECHNOLOGY (CONTINUED)

FARILL, TRENT G.: DIRECTOR AND SENIOR RESEARCH ENGINEER EMERITUS, ELECTRO-OPTICS ENVIRONMENT & MATERIALS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, EFFECTIVE JUL 1, 1999.

MATTESON, MICHAEL J.: PROFESSOR EMERITUS, SCHOOL OF CHEMICAL ENGINEERING, COLLEGE OF ENGINEERING, EFFECTIVE AUG 12, 1999.

MCGILL, DAVID J.: PROFESSOR EMERITUS AND DIRECTOR EMERITUS OF THE CENTER FOR THE ENHANCEMENT OF TEACHING & LEARNING, SCHOOL OF CIVIL ENGINEERING, COLLEGE OF ENGINEERING, EFFECTIVE SEP 1, 1999.

(B) MEDICAL COLLEGE OF GEORGIA

WELTER, DAVE A.: ASSOCIATE PROFESSOR EMERITUS OF CELLULAR BIOLOGY & ANATOMY AND GRAD STUDIES, DEPARTMENT OF CELLULAR BIOLOGY AND ANATOMY, SCHOOL OF MEDICINE, EFFECTIVE SEP 1, 1999.

(C) UNIVERSITY OF GEORGIA

FITZGERALD, JOHN WALTER: PROFESSOR EMERITUS OF MICROBIOLOGY, DEPARTMENT OF MICROBIOLOGY, FRANKLIN COLLEGE OF ARTS AND SCIENCES, EFFECTIVE AUG 11, 1999.

HOWE, HAROLD BURTON, JR.: PROFESSOR EMERITUS, LAMAR DODD SCHOOL OF ART, FRANKLIN COLLEGE OF ARTS AND SCIENCES, EFFECTIVE JUL 1, 1999.

KENNER, WILLIAM HUGH: FRANKLIN AND CALLAWAY PROFESSOR OF ENGLISH EMERITUS, DEPARTMENT OF ENGLISH, FRANKLIN COLLEGE OF ARTS AND SCIENCES, EFFECTIVE AUG 1, 1999.

KNECHT, JAMES A. JR.: ASSOCIATE PROFESSOR EMERITUS, LAMAR DODD SCHOOL OF ART, FRANKLIN COLLEGE OF ARTS AND SCIENCES, EFFECTIVE JUL 1, 1999.

SCHRETTER, HOWARD ALAN: ASSISTANT PROFESSOR EMERITUS, DEPARTMENT OF GEOGRAPHY, FRANKLIN COLLEGE OF ARTS AND SCIENCES, EFFECTIVE AUG 1, 1999.

YEANY, RUSSELL H. JR.: DEAN EMERITUS AND PROFESSOR EMERITUS, COLLEGE OF EDUCATION, EFFECTIVE SEP 1, 1999.

(D) GEORGIA SOUTHERN UNIVERSITY

ILER, HENRY: ASSOCIATE PROFESSOR EMERITUS, DEPARTMENT OF ART, COLLEGE OF LIBERAL ARTS & SOCIAL SCIENCES, EFFECTIVE AUG 1, 1999.

(E) NORTH GEORGIA COLLEGE & STATE UNIVERSITY

PHILLIPS, ANN P.: ASSOCIATE PROFESSOR EMERITA OF NURSING, DEPARTMENT OF NURSING, EFFECTIVE JUL 1, 1999.

(F) STATE UNIVERSITY OF WEST GEORGIA

BYRD, DEXTER: ASSISTANT PROFESSOR OF BIOLOGY EMERITUS, DEPARTMENT OF BIOLOGY, COLLEGE OF ARTS & SCIENCES, EFFECTIVE SEP 1, 1999.

KENNEDY, WILLIAM BENJAMIN: PROFESSOR OF HISTORY EMERITUS, DEPARTMENT OF HISTORY, COLLEGE OF ARTS & SCIENCES, EFFECTIVE SEP 1, 1999.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

CONFERRING OF EMERITUS STATUS (CONTINUED):

(F) STATE UNIVERSITY OF WEST GEORGIA (CONTINUED)

SNOW, VIRGIL PAUL, JR.: ASSISTANT PROFESSOR OF BIOLOGY EMERITUS, DEPARTMENT OF BIOLOGY, COLLEGE OF ARTS & SCIENCES, EFFECTIVE SEP 1, 1999.

(G) ABRAHAM BALDWIN AGRICULTURAL COLLEGE

BYERS, EDDIE MARSHALL: EMERITUS ASSISTANT PROFESSOR OF CRIMINAL JUSTICE, DIVISION OF SOCIAL SCIENCE, EFFECTIVE AUG 12, 1999.

CROSBY, PHILLIP WRIGHT: EMERITUS ASSOCIATE PROFESSOR OF AGRICULTURE, DIVISION OF

AGRICULTURE AND FOREST RESOURCES, EFFECTIVE AUG 12, 1999.

EVANS, GEORGE WINFRED, JR.: EMERITUS ASSOCIATE PROFESSOR OF BUSINESS ADMINISTRATION, DIVISION OF BUSINESS ADMINISTRATION, EFFECTIVE AUG 12, 1999.

HENDERSON, MARY EMMA: EMERITA HEAD LIBRARIAN & ASSISTANT PROFESSOR LIBRARY, EFFECTIVE AUG 12, 1999.

JONES, RONALD E.: EMERITUS PROFESSOR OF AGRICULTURE AND FOREST RESOURCES DIVISION OF AGRICULTURE AND FOREST RESOURCES, EFFECTIVE AUG 12, 1999.

POWELL, GEORGE W.: PROFESSOR EMERITUS OF BIOLOGY, DIVISION OF SCIENCE AND MATHEMATICS, EFFECTIVE AUG 12, 1999.

STRICKLAND, HELEN L.: ASSOCIATE PROFESSOR OF JOURNALISM/HUMANITIES, DIVISION OF HUMANITIES, EFFECTIVE JUL 2, 1999.

VICKERS, ELLEN LOUISE E.: EMERITA & ASSISTANT PROFESSOR OF PHYSICAL EDUCATION, DEPARTMENT OF HEALTH, PHYSICAL EDUCATION & RECREATION, EFFECTIVE JUL 1, 1998.

WHEELER, WILLIAM THOMAS: EMERITUS PROFESSOR OF DEVELOPMENTAL STUDIES & DIVISION CHAIR, DIVISION OF DEVELOPMENTAL STUDIES, EFFECTIVE AUG 12, 1999.

WIDSTROM, VIRGINIA ELDER: EMERITA PROFESSOR OF CHEMISTRY, DIVISION OF SCIENCE AND MATHEMATICS, EFFECTIVE AUG 12, 1999.

(H) GEORGIA PERIMETER COLLEGE

NEWMAN, WILLIAM S.: ASSOCIATE PROFESSOR EMERITUS, DEPARTMENT OF ENGLISH (CLARKSTON), DIVISION OF HUMANITIES (CLARKSTON), EFFECTIVE JUL 1, 1999.

PEAVY, PEARL K.: ASSOCIATE PROFESSOR EMERITA, DEPARTMENT OF ENGLISH (LAWRENCEVILLE), DIVISION OF HUMANITIES (LAWRENCEVILLE), EFFECTIVE AUG 11, 1999.

ROGERS, WALTER R.: ASSOCIATE PROFESSOR EMERITUS, DIVISION OF MATH/COMPUTER SCIENCES (DUNWOODY), EFFECTIVE AUG 11, 1999.

STONE, CHARLES R.: ASSOCIATE PROFESSOR EMERITUS, DEPARTMENT OF MATHEMATICS (CLARKSTON), DIVISION OF MATH/COMPUTER SCIENCES (CLARKSTON), EFFECTIVE JUL 1, 1999.

TURNER, ELIZABETH W.: ASSOCIATE PROFESSOR EMERITA, LIBRARY (DUNWOODY), EFFECTIVE AUG 11, 1999.

YAEGER, CAROL I.: ASSOCIATE PROFESSOR EMERITA, DEPARTMENT OF FOREIGN LANGUAGES (DUNWOODY), DIVISION OF HUMANITIES (DUNWOODY), EFFECTIVE AUG 11, 1999.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

CONFERRING OF EMERITUS STATUS (CONTINUED):

(I) MACON STATE COLLEGE

PECOR, CHARLES JOSEPH: PROFESSOR EMERITUS OF SPEECH AND DRAMA AND CHAIR OF THE DIVISION OF HUMANITIES, DIVISION OF HUMANITIES, EFFECTIVE AUG 12, 1999.

RAGLAND, JACK H.: VICE PRESIDENT EMERITUS FOR FISCAL AFFAIRS, DIVISION OF ECONOMICS & BUSINESS, EFFECTIVE AUG 12, 1999.

STYONS, ROBERT BENTON: PROFESSOR EMERITUS OF HISTORY, DIVISION OF SOCIAL SCIENCE, EFFECTIVE AUG 14, 1998.

TRAMMELL, ROBERT THOMAS: PROFESSOR EMERITUS OF ENGLISH & VICE PRESIDENT FOR ACADEMIC AFFAIRS AND DEAN OF FACULTY, EFFECTIVE AUG 12, 1999.

APPROVAL OF LEAVES OF ABSENCE: THE BOARD APPROVED THE FOLLOWING LEAVES OF ABSENCE AND THE SALARIES FOR THE PERIODS RECOMMENDED AT THE FOLLOWING INSTITUTIONS:

(A) GEORGIA INSTITUTE OF TECHNOLOGY

ALLEN, MICHAEL T.: ASSISTANT PROFESSOR, DEPARTMENT OF HISTORY, TECHNOLOGY & SOCIETY, IVAN ALLEN COLLEGE, LEAVE FROM AUG 16, 1999 TO MAY 15, 2000, WITH PAY.

ARKUN, YAMAN: PROFESSOR, SCHOOL OF CHEMICAL ENGINEERING, COLLEGE OF ENGINEERING,

LEAVE FROM AUG 16, 1999 TO AUG 15, 2000, WITHOUT PAY.

CHERVENAK, ANN: ASSISTANT PROFESSOR, COLLEGE OF COMPUTING, LEAVE FROM AUG 16, 1999 TO MAY 15, 2000, WITHOUT PAY.

COLLINS, CHIQUITA A.: ASSISTANT PROFESSOR, DEPARTMENT OF HISTORY, TECHNOLOGY & SOCIETY, IVAN ALLEN COLLEGE, LEAVE FROM AUG 31, 1999 TO AUG 31, 2000, WITHOUT PAY.

FOLEY, JAMES D.: PROFESSOR, COLLEGE OF COMPUTING, LEAVE FROM AUG 16, 1999 TO MAY 16, 2000, WITHOUT PAY.

GRUSIN, RICHARD A.: ASSOCIATE PROFESSOR, DEPARTMENT OF LITERATURE, COMMUNICATION & CULTURE, IVAN ALLEN COLLEGE, LEAVE FROM AUG 20, 1999 TO MAY 6, 2000, WITH PAY.

HALLERBERG, MARK S.: ASSISTANT PROFESSOR, DEPARTMENT OF INTERNATIONAL AFFAIRS, IVAN ALLEN COLLEGE, LEAVE FROM AUG 16, 1999 TO MAY 15, 2000, WITHOUT PAY.

HERRINGTON, TYANNA K.: ASSISTANT PROFESSOR, DEPARTMENT OF LITERATURE, COMMUNICATION & CULTURE, IVAN ALLEN COLLEGE, LEAVE FROM AUG 20, 1999 TO JAN 7, 2000, WITH PAY.

KARLOFF, HOWARD: ASSOCIATE PROFESSOR, COLLEGE OF COMPUTING, LEAVE FROM AUG 16, 1999 TO MAY 15, 2000, WITHOUT PAY.

NERSESSIAN, NANCY J.: PROFESSOR, SCHOOL OF PUBLIC POLICY, IVAN ALLEN COLLEGE, LEAVE FROM AUG 16, 1999 TO MAY 15, 2000, WITH PAY.

PHILIP, KAVITA: ASSISTANT PROFESSOR, DEPARTMENT OF LITERATURE, COMMUNICATION & CULTURE, IVAN ALLEN COLLEGE, LEAVE FROM AUG 23, 1999 TO MAY 6, 2000, WITHOUT PAY.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPROVAL OF LEAVES OF ABSENCE (CONTINUED):

(A) GEORGIA INSTITUTE OF TECHNOLOGY (CONTINUED)

ROY, RAJARSHI: DIRECTOR ACADEMIC, SCHOOL OF PHYSICS, COLLEGE OF SCIENCES, LEAVE FROM AUG 17, 1999 TO AUG 16, 2000, WITHOUT PAY.

SPEARMAN, MARK L.: ASSOCIATE PROFESSOR, SCHOOL OF INDUSTRIAL & SYSTEMS ENGINEERING, COLLEGE OF ENGINEERING, LEAVE FROM AUG 23, 1999 TO MAY 6, 2000, WITHOUT PAY.

VAZIRANI, VIJAY V.: PROFESSOR, COLLEGE OF COMPUTING, LEAVE FROM AUG 16, 1999 TO MAY 15, 2000, WITH PAY.

(B) GEORGIA STATE UNIVERSITY

DUNCAN, ANNE SUSAN: DIRECTOR ADMINISTRATIVE AND INSTRUCTOR, DEPARTMENT OF EARLY CHILDHOOD EDU, COLLEGE OF EDUCATION, LEAVE FROM JUN 1, 1998 TO OCT 30, 1999, WITHOUT PAY.

HARTKOPF, WILLIAM I.: ASSOCIATE PROFESSOR, DEPARTMENT OF PHYSICS & ASTRONOMY, COLLEGE OF ARTS & SCIENCES, LEAVE FROM AUG 16, 1999 TO MAY 10, 2000, WITHOUT PAY.

(C) UNIVERSITY OF GEORGIA

CHAUDHRY, LUBNA NAZIR: ASSISTANT PROFESSOR, SCH OF TEACHER EDUC - DEPT OF SOCIAL SCIENCE EDUC, COLLEGE OF EDUCATION, LEAVE FROM AUG 19, 1999 TO MAY 9, 2000, WITHOUT PAY.

DEHONEY, JOANNE: ACADEMIC PROFESSIONAL, COLLEGE OF PHARMACY, LEAVE FROM JUL 1, 1999 TO JUN 30, 2000, WITHOUT PAY.

FRIDAY, KARL: PROFESSOR, DEPARTMENT OF HISTORY, FRANKLIN COLLEGE OF ARTS AND SCIENCES, LEAVE FROM AUG 19, 1999 TO MAY 9, 2000, WITH PAY.

KEELER, ANDREW G.: ASSOCIATE PROFESSOR, DEPARTMENT OF AGRICULTURAL AND APPLIED ECONOMICS, COLLEGE OF AGRICULTURAL AND ENVIRONMENTAL SCIENCES, LEAVE FROM SEP 1, 1999 TO AUG 31, 2000, WITHOUT PAY.

MILLER, EUGENE F.: PROFESSOR, DEPARTMENT OF POLITICAL SCIENCE, FRANKLIN COLLEGE

OF ARTS AND SCIENCES, LEAVE FROM AUG 19, 1999 TO MAY 9, 2000, WITH PAY.

NEWHOFF, MARILYN: PROFESSOR, GRADUATE SCHOOL, SR VP FOR ACAD AFFAIRS & PROVOST, LEAVE FROM AUG 16, 1999 TO MAY 15, 2000, WITH PAY.

TALLMAN, JULIE I.: ASSOCIATE PROFESSOR, SCHOOL OF PROFESSIONAL STUDIES - DEPT OF INSTRUCTIONAL TECHNOLOGY, COLLEGE OF EDUCATION, LEAVE FROM AUG 19, 1999 TO MAY 9, 2000, WITH PAY.

(D) GEORGIA SOUTHERN UNIVERSITY

BURTON, ZISCA: INSTRUCTOR, DEPARTMENT OF WRITING AND LINGUISTICS, COLLEGE OF LIBERAL ARTS & SOCIAL SCIENCES, LEAVE FROM AUG 1, 1999 TO MAY 31, 2000, WITHOUT PAY.

COE, JAMES THOMAS: ASSISTANT PROFESSOR, DEPARTMENT OF FINANCE AND ECONOMICS, COLLEGE OF BUSINESS ADMINISTRATION, LEAVE FROM AUG 1, 1999 TO MAY 31, 2000, WITHOUT PAY.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

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APPROVAL OF LEAVES OF ABSENCE (CONTINUED):

(D) GEORGIA SOUTHERN UNIVERSITY (CONTINUED)

DUKE WHITAKER, LOIS: DEPARTMENT HEAD ACADEMIC, DEPARTMENT OF POLITICAL SCIENCE, COLLEGE OF LIBERAL ARTS & SOCIAL SCIENCES, LEAVE FROM JUL 13, 1999 TO JUN 30, 2000, WITHOUT PAY.

ONYILE, ONYILE B.: ASSOCIATE PROFESSOR, DEPARTMENT OF ART, COLLEGE OF LIBERAL ARTS & SOCIAL SCIENCES, LEAVE FROM AUG 1, 1999 TO MAY 31, 2000, WITH PAY.

QUINCE, W. ROHAN: ASSOCIATE PROFESSOR, DEPARTMENT OF LITERATURE AND PHILOSOPHY, COLLEGE OF LIBERAL ARTS & SOCIAL SCIENCES, LEAVE FROM AUG 1, 1999 TO DEC 31, 1999, WITHOUT PAY.

(E) GEORGIA COLLEGE & STATE UNIVERSITY

SMITH, MARY JANE: INSTRUCTOR, DEPARTMENT OF HISTORY & GEOGRAPHY, COLLEGE OF ARTS & SCIENCES, LEAVE FROM AUG 1, 1999 TO MAY 6, 2000, WITHOUT PAY.

(F) SOUTHERN POLYTECHNIC STATE UNIVERSITY

COOK, LORI S.: ASSOCIATE PROFESSOR, DEPARTMENT OF INDUSTRIAL ENGINEERING TECHNOLOGY, COLLEGE OF TECHNOLOGY, LEAVE FROM AUG 16, 1999 TO MAY 15, 2000, WITHOUT PAY.

(G) STATE UNIVERSITY OF WEST GEORGIA

PUHAKKA, LEENA KAISA: ASSOCIATE PROFESSOR, DEPARTMENT OF PSYCHOLOGY, COLLEGE OF ARTS & SCIENCES, LEAVE FROM AUG 16, 1999 TO MAY 10, 2000, WITHOUT PAY.

SMITH, NIGEL E.: ASSISTANT PROFESSOR, DEPARTMENT OF FOREIGN LANGUAGES AND LITERATURE, COLLEGE OF ARTS & SCIENCES, LEAVE FROM AUG 16, 1999 TO MAY 10, 2000, WITHOUT PAY.

(H) ABRAHAM BALDWIN AGRICULTURAL COLLEGE

KASTBERG, SIGNE E.: ASSOCIATE PROFESSOR, DIVISION OF SCIENCE AND MATHEMATICS, LEAVE FROM AUG 1, 1999 TO MAY 30, 2000, WITH PAY.

SACKOR, SHARRY M.: ASSISTANT PROFESSOR, DIVISION OF DEVELOPMENTAL STUDIES, LEAVE FROM AUG 1, 1999 TO MAY 30, 2000, WITHOUT PAY.

SHEIKH, ABUL K.: ASSISTANT PROFESSOR, DIVISION OF BUSINESS ADMINISTRATION, LEAVE FROM AUG 1, 1999 TO MAY 30, 2000, WITHOUT PAY.

(I) GEORGIA PERIMETER COLLEGE

HOLLIER, JANET: ASSISTANT PROFESSOR, DEPARTMENT OF SPEECH (LAWRENCEVILLE), DIVISION OF HUMANITIES (LAWRENCEVILLE), LEAVE FROM AUG 16, 1999 TO DEC 15, 2000, WITH PAY.

(J) GAINESVILLE COLLEGE

MAYHEW, MARY C.: ASSISTANT PROFESSOR, DIVISION OF NATURAL SCIENCES AND TECHNOLOGY, LEAVE FROM AUG 1, 1999 TO MAY 4, 2000, WITH PAY.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

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APPROVAL OF FACULTY FOR TENURE STATUS CHANGE: THE BOARD APPROVED TENURE STATUS CHANGES FOR THE FOLLOWING FACULTY MEMBERS, EFFECTIVE ON THE DATES INDICATED:

(A) MEDICAL COLLEGE OF GEORGIA

BAXTER, SUZANNE D.: ASSOCIATE PROFESSOR, DEPARTMENT OF PEDIATRICS, SCHOOL OF MEDICINE, FROM TENURE TRACK TO NONTENURE TRACK, EFFECTIVE AUG 12, 1999.

CREEL, TERU A.: ASSISTANT PROFESSOR, DEPARTMENT OF OCCUPATIONAL THERAPY, SCHOOL OF ALLIED HEALTH SCIENCES, FROM TENURE TRACK TO NONTENURE TRACK, EFFECTIVE JUL 15, 1999.

GANAPATHY, MALLIGA E.: ASSISTANT PROFESSOR, DEPARTMENT OF MEDICINE, SCHOOL OF MEDICINE, FROM NONTENURE TRACK TO TENURE TRACK, EFFECTIVE SEP 1, 1999.

(B) UNIVERSITY OF GEORGIA

ACOSTA ALZURU, MARIA C.: ASSISTANT PROFESSOR, DEPARTMENT OF ADVERTISING & PUBLIC RELATIONS, COLLEGE OF JOURNALISM & MASS COMMUNICATIONS, FROM NONTENURE TRACK TO TENURE TRACK, EFFECTIVE AUG 19, 1999.

GLAUSER, ANN SHANKS: ASSISTANT PROFESSOR, DIVISION OF ACADEMIC ASSISTANCE, SR VP FOR ACAD AFFAIRS & PROVOST, FROM NONTENURE TRACK TO TENURE TRACK, EFFECTIVE AUG 19, 1999.

(C) DALTON STATE COLLEGE

MAHONEY, KELLEY K.: ASSISTANT PROFESSOR, DIVISION OF HUMANITIES, FROM NONTENURE TRACK TO TENURE TRACK, EFFECTIVE AUG 1, 1999.

MELTON, DEBORAH C.: ASSISTANT PROFESSOR, DIVISION OF DEVELOPMENTAL STUDIES, FROM NONTENURE TRACK TO TENURE TRACK, EFFECTIVE AUG 1, 1999.

NARKE, ROBERT A.: ASSISTANT PROFESSOR, DIVISION OF HUMANITIES, FROM NONTENURE TRACK TO TENURE TRACK, EFFECTIVE AUG 1, 1999.

PARKS, JANE K.: ASSISTANT PROFESSOR, DIVISION OF DEVELOPMENTAL STUDIES, FROM NONTENURE TRACK TO TENURE TRACK, EFFECTIVE AUG 1, 1999.

SPRADLIN, DINNA SPRAYBERRY: ASSISTANT PROFESSOR, DIVISION OF DEVELOPMENTAL STUDIES, FROM NONTENURE TRACK TO TENURE TRACK, EFFECTIVE AUG 1, 1999.

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM: THE BOARD APPROVED THE FOLLOWING PART-TIME APPOINTMENTS OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM:

(A) GEORGIA INSTITUTE OF TECHNOLOGY

ADAMS, JOSEPH D.: PRIN RESEARCH SCI, SENSORS & ELECTROMAGNETIC APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING SEP 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

ALFORD, SAMUEL T., JR.: PRIN RESEARCH ENGINEER, SYSTEMS DEVELOPMENT LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

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APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(A) GEORGIA INSTITUTE OF TECHNOLOGY (CONTINUED)

ATCHESON, BILLY H.: DEPT MGR ADMINISTRATIVE, FISCAL SERVICES DEPARTMENT, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BEASON, RUSSELL T.: RESEARCH TECH II, SCHOOL OF ELECTRICAL AND COMPUTER ENGINEERING, COLLEGE OF ENGINEERING, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BLUE, M. DONALD: PRIN RESEARCH SCI, ELECTRO-OPTICS ENVIRONMENT & MATERIALS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BROOKSHIRE, STEPHEN P.: SR. RESEARCH ENGINEER, SENSORS & ELECTROMAGNETIC APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BRYANT, DAVID J.: SR RESEARCH ENGINEER, INFORMATION TECHNOLOGY & COMMUNICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BURNS, CHARLES P.: PRIN RESEARCH ENGINEER, SENSORS & ELECTROMAGNETIC APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING AUG 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

CAREY, GERALD J. JR.: PRIN RESEARCH ENGINEER, OFFICE OF RESEARCH OPERATIONS, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

CLOPTON, TILDEN E.: ADMIN SPECIALIST-MANAGER, SCHOOL OF MECHANICAL ENGINEERING, COLLEGE OF ENGINEERING, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

COTTON, JOHN M., JR.: PRIN RESEARCH ENGINEER, SENSORS & ELECTROMAGNETIC APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

COX, JAMES M., JR.: SR RES TECH, SYSTEMS DEVELOPMENT LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

CRIBBS, JOHN A., JR.: PRIN RESEARCH ENGINEER, SYSTEMS DEVELOPMENT LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

CURRIE, NICHOLAS C.: PRIN RESEARCH ENGINEER, SENSORS & ELECTROMAGNETIC APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

DAVIS, NANCY E.: SR RES ASSOC, ELECTRO-OPTICS ENVIRONMENT & MATERIALS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

DENNY, HUGH W.: PRIN RESEARCH ENGINEER, SENSORS & ELECTROMAGNETIC APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

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APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(A) GEORGIA INSTITUTE OF TECHNOLOGY (CONTINUED)

DREGER, GARVIN T.: ASSISTANT TO THE DEAN, (NTT) COLLEGE OF ARCHITECTURE, AS

NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 15, 2000, AT LESS THAN HALF TIME.

EAVES, JERRY L.: PRIN RESEARCH ENGINEER, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

ECHARD, JIM D.: PRIN RESEARCH ENGINEER, SENSORS & ELECTROMAGNETIC APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

EDWARDS, J. LEE: PRIN RESEARCH SCI, ELECTRONIC SYSTEMS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

EWELL, GEORGE W., III: PRIN RESEARCH ENGINEER, SYSTEMS DEVELOPMENT LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

GAMBLE, WILLIAM J. JR.: ADMIN SPECIALIST-ADMIN, COLLEGE OF ENGINEERING, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

GARNER, JAMES L.: INFORMATION ANALYST I, VICE PRESIDENT FOR INFORMATION TECHNOLOGY, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

GARNTO, IRA WADE: SR. RESEARCH ENGINEER, (NTT) SYSTEMS DEVELOPMENT LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HALE, RUTH C.: LIBRARIAN/ASSOC PROF, LIBRARY, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HANDLEY, JOHN C.: PRIN RESEARCH ENGINEER, AEROSPACE SCIENCE LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HARRISON, JOE J.: VISITING RESEARCH ASSOC I, PROGRAM DEVELOPMENT OFFICE, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HECKMAN, JERRY J.: SR. RESEARCH ENGINEER, ELECTRONIC SYSTEMS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HINES, WILLIAM W.: PROFESSOR EMERITUS, SCHOOL OF INDUSTRIAL & SYSTEMS ENGINEERING, COLLEGE OF ENGINEERING, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HITT, JERRY L.: DIRECTOR OF ADMISSIONS, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

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APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(A) GEORGIA INSTITUTE OF TECHNOLOGY (CONTINUED)

HOLLAND, LARRY D.: DIRECTOR-RESEARCH, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

JENKINS, BERNARD M., JR.: SR RESEARCH ENGINEER, SENSORS & ELECTROMAGNETIC APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

JENKINS, HERNDON H., JR.: PRIN RESEARCH ENGINEER, INFORMATION TECHNOLOGY & COMMUNICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

JONES, THOMAS F.: DEPT MGR ADMINISTRATIVE, ECONOMIC DEVELOPMENT INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

JORY, VIRGINIA V.: SR. RESEARCH SCI, SENSORS & ELECTROMAGNETIC APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

JOY, EDWARD B.: PROFESSOR, SCHOOL OF ELECTRICAL AND COMPUTER ENGINEERING, COLLEGE OF ENGINEERING, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

KELLY, PATRICK: PROFESSOR, (NTT) DEPARTMENT OF INTERNATIONAL AFFAIRS, IVAN ALLEN COLLEGE, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING DEC 31, 1999, AT LESS THAN HALF TIME.

LILLY, LLOYD L.: PRIN RESEARCH ENGINEER, ELECTRONIC SYSTEMS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

NORDIN, DALE P.: RESEARCH TECH II, SYSTEMS DEVELOPMENT LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

PARKS, JOE K.: SR. RESEARCH SCI, SYSTEMS DEVELOPMENT LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

PAYNE, CALVIN LEE: TEMP ASSOCIATE PROFESSOR, COLLEGE OF ARCHITECTURE, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 15, 2000, AT LESS THAN HALF TIME.

RAY, DALE C.: PROFESSOR EMERITUS, SCHOOL OF ELECTRICAL AND COMPUTER ENGINEERING, COLLEGE OF ENGINEERING, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

RHODES, ROBERT H.: ELECTRONICS ENGINEER, ELECTRONIC SYSTEMS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

SEARS, WILLIAM E., III: DIRECTOR-RESEARCH, ELECTRONIC SYSTEMS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

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APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(A) GEORGIA INSTITUTE OF TECHNOLOGY (CONTINUED)

SHEPPARD, DUANE J.: SR. RESEARCH ENGINEER, (NTT) SENSORS & ELECTROMAGNETIC APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

STANLEY, RICHARD P.: DIRECTOR-RESEARCH, HUNTSVILLE RESEARCH OPERATIONS, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

STATHAM, BILLY D.: RESEARCH TECH II, OFFICE OF ACADEMIC AND RESEARCH SUPPORT, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

TULEY, MICHAEL T.: PRIN RESEARCH ENGINEER, SIGNATURES TECHNOLOGY LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

VANDER MEER, WILLIAM E.: SR. RESEARCH ENGINEER, (NTT) SENSORS & ELECTROMAGNETIC APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

WILLIAMSON, FRANK R., JR.: SR. RESEARCH ENGINEER, SENSORS & ELECTROMAGNETIC APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

ZIMMER, ROBERT P.: PRIN RESEARCH ENGINEER, ELECTRONIC SYSTEMS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(B) GEORGIA STATE UNIVERSITY

BATTEN, ROBERT W.: PROFESSOR EMERITUS, DEPARTMENT OF RISK MANAGEMENT & INSURANCE, COLLEGE OF BUSINESS ADMINISTRATION, AS NEEDED FOR PERIOD BEGINNING SEP 12, 1998 AND ENDING SEP 11, 1999, AT LESS THAN HALF TIME.

BERRY, LEONARD E.: DIRECTOR EMERITUS ADMIN, SCHOOL OF ACCOUNTANCY, COLLEGE OF BUSINESS ADMINISTRATION, AS NEEDED FOR PERIOD BEGINNING JUN 14, 1999 AND ENDING MAY 10, 2000, AT LESS THAN HALF TIME.

BIBB, CHARLES M.: DIRECTOR ADMINISTRATIVE, COLLEGE OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BIRD, SARA G.: ADMINISTRATIVE ASSISTANT, AS NEEDED FOR PERIOD BEGINNING AUG 9, 1999 AND ENDING MAY 15, 2000, AT LESS THAN HALF TIME.

DENT, BORDEN D.: PROFESSOR EMERITUS, DEPARTMENT OF ANTHROPOLOGY AND GEOGRAPHY, COLLEGE OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 2, 1999 AND ENDING MAY 10, 2000, AT LESS THAN HALF TIME.

IRWIN, JANICE E.: DIRECTOR ADMINISTRATIVE, COLLEGE OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

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APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(B) GEORGIA STATE UNIVERSITY (CONTINUED)

PETERSON, JATHER L.: LECTURER, (NTT) DEPARTMENT OF MODERN AND CLASSICAL LANGUAGES, COLLEGE OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 23, 1999 AND ENDING MAY 10, 2000, AT LESS THAN HALF TIME.

PILCHER, LORENE C.: RESEARCH PROFESSOR, DEPARTMENT OF EARLY CHILDHOOD EDU, COLLEGE OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING DEC 30, 1999, AT LESS THAN HALF TIME.

PURCELL, JAMES E.: ASSOC PROFESSOR EMERITUS, DEPARTMENT OF PHYSICS & ASTRONOMY, COLLEGE OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING MAY 17, 1999 AND ENDING MAY 10, 2000, AT LESS THAN HALF TIME.

SMITS, STANLEY J.: DEPARTMENT HEAD ACADEMIC, DEPARTMENT OF MANAGEMENT, COLLEGE OF BUSINESS ADMINISTRATION, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

STRICKLAND, BETTY L.: ACADEMIC PROFESSIONAL, DEPT OF MIDDLE-SECONDARY EDUCATION & INSTRUCTIONAL TECHNOLOGY, COLLEGE OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 10, 2000, AT LESS THAN HALF TIME.

WINKLE, GARY M.: INTERIM DIRECTOR ADMIN, SCHOOL OF ACCOUNTANCY, COLLEGE OF BUSINESS ADMINISTRATION, AS NEEDED FOR PERIOD BEGINNING JUL 30, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(C) MEDICAL COLLEGE OF GEORGIA

KNAPP, FRANCES F.: CLINICAL NURSE SPECIALIST, AS NEEDED FOR PERIOD BEGINNING MAY 3, 1999 AND ENDING DEC 31, 1999, AT LESS THAN HALF TIME.

REDMON, ALICE: ADMINISTRATIVE COORD, AS NEEDED FOR PERIOD BEGINNING AUG 1, 1999 AND ENDING APR 30, 2000, AT LESS THAN HALF TIME.

(D) UNIVERSITY OF GEORGIA

BAILEY, SHEILA CHATFIELD: PART-TIME INSTRUCTOR, DEPARTMENT OF ENGLISH, FRANKLIN COLLEGE OF ARTS AND SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING DEC 17, 1999, AT LESS THAN HALF TIME.

BARRETT, NANCY C.: PART-TIME ASST PROFESSOR, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BEERY, WILLIAM EUGENE: ASSOC PROFESSOR EMERITUS, SCHOOL OF ENVIRONMENTAL DESIGN, AS NEEDED FOR PERIOD BEGINNING JAN 7, 2000 AND ENDING MAY 9, 2000, AT LESS THAN HALF TIME.

BENTON, YVONNE J.: ASST CONFERENCE COORD, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BERRYMAN, JOAN DITTO: ASSOCIATE PROFESSOR, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 6, 1999 AND ENDING APR 28, 2000, AT LESS THAN HALF TIME.

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APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(D) UNIVERSITY OF GEORGIA (CONTINUED)

BRADHAM, LEONA B.: SCIENTIFIC ADMIN SPECIALIST, VICE PRESIDENT FOR RESEARCH, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BRISTER, ALISON: ADMIN SPECIALIST-ADMIN, AS NEEDED FOR PERIOD BEGINNING JUN 13, 1999 AND ENDING JUL 2, 1999, AT LESS THAN HALF TIME.

BROWN, REECE EDWARD JR.: PART-TIME PROFESSOR, DEPARTMENT OF AGRICULTURAL AND APPLIED ECONOMICS, COLLEGE OF AGRICULTURAL AND ENVIRONMENTAL SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 15, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

CALDWELL, SLOAN DANIEL: PART-TIME PROFESSOR, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING SEP 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

CARVER, FRED D.: PART-TIME PROFESSOR, SCH OF LEADERSHIP & LIFELONG LEARNING - DEPT OF EDU LEADERSHIP, COLLEGE OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING DEC 17, 1999, AT LESS THAN HALF TIME.

CLARK, BRENDA J.: COUNTY EXTENSION PROG ASST IV, COLLEGE OF AGRICULTURAL AND ENVIRONMENTAL SCIENCES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

DAVIS, EDWARD J.: PROFESSOR EMERITUS, SCH OF TEACHER EDUC - DEPT OF MATHEMATICS EDUC, COLLEGE OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

FOSTER, DOROTHY: PART-TIME INSTRUCTOR, SCH OF TEACHER EDUC - DEPT OF LANGUAGE EDUC, COLLEGE OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 9, 2000, AT LESS THAN HALF TIME.

FOUNTAIN, JAMES D.: DISTRICT EXTENSION HEAD, COLLEGE OF AGRICULTURAL AND ENVIRONMENTAL SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 1, 1999 AND ENDING SEP 10, 1999, AT LESS THAN HALF TIME.

FRANKLIN, JEAN A.: COUNTY SECRETARY, COLLEGE OF FAMILY AND CONSUMER SCIENCES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING SEP 30, 1999, AT LESS THAN HALF TIME.

FREE, WILLIAM JOSEPH: PART-TIME ASSOC PROFESSOR, DEPARTMENT OF ENGLISH, FRANKLIN COLLEGE OF ARTS AND SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING DEC 17, 1999, AT LESS THAN HALF TIME.

GARBIN, ALBENO P.: PROFESSOR EMERITUS, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

GARRISON, DOUGLAS H.: DISTRICT EXTENSION HEAD, COLLEGE OF AGRICULTURAL AND ENVIRONMENTAL SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 1, 1999 AND ENDING SEP 10, 1999, AT LESS THAN HALF TIME.

GRUNER, CHARLES R.: PROFESSOR EMERITUS, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(D) UNIVERSITY OF GEORGIA (CONTINUED)

HARRELL, FRANCES L.: ACCOUNTANT III, VICE PRESIDENT FOR RESEARCH, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HARVEY, CHARLES WALTER: LABORATORY ASSISTANT, COLLEGE OF AGRICULTURAL AND ENVIRONMENTAL SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HEPBURN, LAWRENCE R.: PART-TIME PUBLIC SERVICE ASSOC, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 15, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HOWETT, CATHERINE M.: PART-TIME PROFESSOR, SCHOOL OF ENVIRONMENTAL DESIGN, AS NEEDED FOR PERIOD BEGINNING JAN 7, 2000 AND ENDING MAY 9, 2000, AT LESS THAN HALF TIME.

JOHNSTON, MARGARET MIMS: PART-TIME INSTRUCTOR, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

KAGERER, RUDOLPH LUCAS: PART-TIME ASSOC PROFESSOR, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

LARKINS, A. GUY: PART-TIME PROFESSOR, SCH OF TEACHER EDUC - DEPT OF SOCIAL SCIENCE EDUC, COLLEGE OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING AUG 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

LARKINS, SHARON K.: PART-TIME INSTRUCTOR, SCH OF TEACHER EDUC - DEPT OF SOCIAL SCIENCE EDUC, COLLEGE OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING JUN 11, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

LOWER, CHARLES BRUCE: PART-TIME ASST PROFESSOR, DEPARTMENT OF ENGLISH, FRANKLIN COLLEGE OF ARTS AND SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING DEC 17, 1999, AT LESS THAN HALF TIME.

MCKENZIE, ROSALIE: PROGRAM SPECIALIST, COLLEGE OF FAMILY AND CONSUMER SCIENCES, AS NEEDED FOR PERIOD BEGINNING OCT 1, 1999 AND ENDING SEP 30, 2000, AT LESS THAN HALF TIME.

MCKILLIP, WILLIAM DAVID: PROFESSOR EMERITUS, SCH OF TEACHER EDUC - DEPT OF MATHEMATICS EDUC, COLLEGE OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING DEC 17, 1999, AT LESS THAN HALF TIME.

O'BRIANT, WALTER HERBERT: ASSOC PROFESSOR EMERITUS, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

PAYNE, LORRAINE C.: COUNTY EXTENSION DIRECTOR, COLLEGE OF FAMILY AND CONSUMER SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 12, 1999 AND ENDING SEP 23, 1999, AT LESS THAN HALF TIME.

RIVES, JOHN EDGAR: PROFESSOR EMERITUS, DEPARTMENT OF PHYSICS & ASTRONOMY, FRANKLIN COLLEGE OF ARTS AND SCIENCES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(D) UNIVERSITY OF GEORGIA (CONTINUED)

ROGERS, LINDSEY SWANSON JR.: ASSOC PROFESSOR EMERITUS, DEPARTMENT OF GERMANIC & SLAVIC LANGUAGES, FRANKLIN COLLEGE OF ARTS AND SCIENCES, AS NEEDED FOR PERIOD

BEGINNING JUN 11, 1999 AND ENDING AUG 10, 1999, AT LESS THAN HALF TIME.

RUFF, BARBARA LEDDY: PART-TIME INSTRUCTOR, DEPARTMENT OF GEOLOGY, FRANKLIN COLLEGE OF ARTS AND SCIENCES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

SEAGRAVES, ANNIE: COOK II, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

SELLERS, ROBERT E.: PART-TIME ASSOC PROFESSOR, CARL VINSON INSTITUTE OF GOVERNMENT, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 15, 1999 AND ENDING DEC 31, 1999, AT LESS THAN HALF TIME.

TRIMBLE, RICHARD THOMAS: PART-TIME ASSOC PROFESSOR, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 13, 1999 AND ENDING APR 28, 2000, AT LESS THAN HALF TIME.

WAGES, KATHLEEN E.: PART-TIME SR PUB SERV ASSOC, COLLEGE OF FAMILY AND CONSUMER SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

WISE, ALFRED PAUL: ASSOC PROFESSOR EMERITUS, DEPARTMENT OF TELECOMMUNICATIONS, COLLEGE OF JOURNALISM & MASS COMMUNICATIONS, AS NEEDED FOR PERIOD BEGINNING JUL 7, 1999 AND ENDING APR 28, 2000, AT LESS THAN HALF TIME.

WOOD, MARY MARGARET ANDREW: PROFESSOR EMERITUS, COLLEGE OF FAMILY AND CONSUMER SCIENCES, AS NEEDED FOR PERIOD BEGINNING OCT 1, 1999 AND ENDING SEP 30, 2000, AT LESS THAN HALF TIME.

YEATS, PEARLINE PETERS: PART-TIME ASSOC PROFESSOR, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

YOUNG, DOUGLAS PARKER: PROFESSOR EMERITUS, INSTITUTE OF HIGHER EDUCATION, SR VP FOR ACAD AFFAIRS & PROVOST, AS NEEDED FOR PERIOD BEGINNING JAN 7, 2000 AND ENDING MAY 7, 2000, AT LESS THAN HALF TIME.

(E) GEORGIA SOUTHERN UNIVERSITY

BROGDON, FREDERICK W.: ASST PROFESSOR EMERITUS, DEPARTMENT OF HISTORY, COLLEGE OF LIBERAL ARTS & SOCIAL SCIENCES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

STEWART, LEWIS MOORE: ASST PROFESSOR EMERITUS, DEPARTMENT OF FINANCE AND ECONOMICS, COLLEGE OF BUSINESS ADMINISTRATION, AS NEEDED FOR PERIOD BEGINNING AUG 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(F) ALBANY STATE UNIVERSITY

FORT, BRUCE HARVEST: PART-TIME INSTRUCTOR, DEPARTMENT OF NATURAL SCIENCES, SCHOOL OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 1, 1999 AND ENDING MAY 12, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(F) ALBANY STATE UNIVERSITY (CONTINUED)

FOSTER, HELEN ELIZABETH: DIRECTOR ADMINISTRATIVE, DEPARTMENT OF ADMINISTRATIVE SYSTEMS AND BUSINESS EDUCATION, SCHOOL OF BUSINESS, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HILL, GEORGE ISADORE: PART-TIME INSTRUCTOR, DEPARTMENT OF NATURAL SCIENCES, SCHOOL OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 1, 1999 AND ENDING MAY 12, 2000, AT LESS THAN HALF TIME.

KHAN, MOHAMMED: PART-TIME INSTRUCTOR, DEPARTMENT OF CURRICULUM & INSTRUCTION, SCHOOL OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING JUN 30, 1999 AND ENDING MAY 12, 2000, AT LESS THAN HALF TIME.

LASTER, CARRIE: STAFF ASSISTANT, DEPARTMENT OF BUSINESS ADMINISTRATION, SCHOOL OF BUSINESS, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

WILSON, MAUDECCA LAVONE: PART-TIME INSTRUCTOR, DEPARTMENT OF CURRICULUM & INSTRUCTION, SCHOOL OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING MAY 13, 1999 AND ENDING MAY 12, 2000, AT LESS THAN HALF TIME.

(G) AUGUSTA STATE UNIVERSITY

BOWSER, HARRY F.: PROFESSOR EMERITUS, DEPARTMENT OF CHEMISTRY & PHYSICS, SCHOOL OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 9, 1999 AND ENDING MAY 13, 2000, AT LESS THAN HALF TIME.

COMER, F. EUGENIA: ASST PROFESSOR EMERITUS, DEPARTMENT OF FINE ARTS, SCHOOL OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 9, 1999 AND ENDING MAY 13, 2000, AT LESS THAN HALF TIME.

HERMITAGE, SHIRLEY A: ASST PROFESSOR EMERITUS, DEPARTMENT OF MATHEMATICS & COMPUTER SCIENCE, SCHOOL OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 9, 1999 AND ENDING MAY 13, 2000, AT LESS THAN HALF TIME.

RICHART, SILVIA G.: ASSOC PROFESSOR EMERITUS, DEPARTMENT OF CHEMISTRY & PHYSICS, SCHOOL OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 9, 1999 AND ENDING MAY 13, 2000, AT LESS THAN HALF TIME.

SMITH, JAMES H.: ASSOC PROFESSOR EMERITUS, DEPARTMENT OF LANGUAGE & LITERATURE, SCHOOL OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 9, 1999 AND ENDING MAY 13, 2000, AT LESS THAN HALF TIME.

STEWART, BARBARA B.: INSTRUCTOR, (NTT) DEPARTMENT OF DEVELOPMENTAL STUDIES, AS NEEDED FOR PERIOD BEGINNING AUG 9, 1999 AND ENDING MAY 13, 2000, AT LESS THAN HALF TIME.

TURNER, JANICE B.: PROFESSOR EMERITUS, DEPARTMENT OF CHEMISTRY & PHYSICS, SCHOOL OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 9, 1999 AND ENDING MAY 13, 2000, AT LESS THAN HALF TIME.

WALKER, RALPH H.: DEPARTMENT HEAD ACADEMIC, DEPARTMENT OF POLITICAL SCIENCE, SCHOOL OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING SEP 1, 1999 AND ENDING MAY 31, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(G) AUGUSTA STATE UNIVERSITY (CONTINUED)

WALTON, O'GRETA MILLER: ASST PROFESSOR EMERITUS, DEPARTMENT OF DEVELOPMENTAL STUDIES, AS NEEDED FOR PERIOD BEGINNING AUG 9, 1999 AND ENDING MAY 13, 2000, AT LESS THAN HALF TIME.

(H) CLAYTON COLLEGE & STATE UNIVERSITY

BROWN, JUDY C.: DEPT HEAD EMERITUS, DEPARTMENT OF LEARNING SUPPORT, SCHOOL OF ARTS AND SCIENCE, AS NEEDED FOR PERIOD BEGINNING AUG 23, 1999 AND ENDING JUL 31, 2000, AT LESS THAN HALF TIME.

KING, BARBARA G.: ASSISTANT PROFESSOR, DEPARTMENT OF LEARNING SUPPORT, SCHOOL OF ARTS AND SCIENCE, AS NEEDED FOR PERIOD BEGINNING AUG 23, 1999 AND ENDING JUL 31, 2000, AT LESS THAN HALF TIME.

ST. ROMAIN, MADELEINE D.: ASSOCIATE PROFESSOR, DEPARTMENT OF LEARNING SUPPORT, SCHOOL OF ARTS AND SCIENCE, AS NEEDED FOR PERIOD BEGINNING AUG 23, 1999 AND ENDING JUL 31, 2000, AT LESS THAN HALF TIME.

WOOD, MARTHA M.: PROFESSOR, (NTT) DEPARTMENT OF LEARNING SUPPORT, SCHOOL OF ARTS AND SCIENCE, AS NEEDED FOR PERIOD BEGINNING AUG 23, 1999, AND ENDING JUL 31, 2000, AT LESS THAN HALF TIME.

(I) GEORGIA COLLEGE & STATE UNIVERSITY

BAUGH, MARY ROSE: PROFESSOR EMERITUS, DEPARTMENT OF EARLY CHILDHOOD EDUCATION, JOHN H. LOUNSBURY SCHOOL OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

BLOODWORTH, KAYE G.: PROFESSOR, DEPARTMENT OF INFORMATION SYSTEMS AND COMMUNICATIONS, J. WHITNEY BUNTING SCHOOL OF BUSINESS, AS NEEDED FOR PERIOD

BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

CARPENTER, JAMES B.: PROFESSOR EMERITUS, DEPARTMENT OF MANAGEMENT, J. WHITNEY BUNTING SCHOOL OF BUSINESS, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME. AT THE SALARY RATE PER COURSE OF

DANIELS, ELSIE T.: PART-TIME INSTRUCTOR, DEPARTMENT OF FOUNDATION AND SECONDARY EDUCATION, JOHN H. LOUNSBURY SCHOOL OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

HARLOW, HOWARD R.: PROFESSOR EMERITUS, DEPARTMENT OF MANAGEMENT, J. WHITNEY BUNTING SCHOOL OF BUSINESS, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

LAMB, WILLIAM H., JR.: PROFESSOR EMERITUS, DEPARTMENT OF CHEMISTRY & PHYSICS, COLLEGE OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

OWENS, ARTHUR J. JR.: PART-TIME INSTRUCTOR, DEPARTMENT OF FOUNDATION AND SECONDARY EDUCATION, JOHN H. LOUNSBURY SCHOOL OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

SPEIR, EDWIN G., JR.: PROFESSOR EMERITUS, DEPARTMENT OF ECONOMICS & FINANCE, J. WHITNEY BUNTING SCHOOL OF BUSINESS, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(I) GEORGIA COLLEGE & STATE UNIVERSITY (CONTINUED)

UNDERWOOD, LUCY LYNN: ASSOCIATE PROFESSOR, DEPARTMENT OF MUSIC AND THEATRE, COLLEGE OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

VINSON, FRANK B.: DEPARTMENT HEAD ACADEMIC, DEPARTMENT OF HISTORY & GEOGRAPHY, COLLEGE OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

WIGGINS, ELAINE C.: ASSISTANT PROFESSOR, DEPARTMENT OF FOUNDATION AND SECONDARY EDUCATION, JOHN H. LOUNSBURY SCHOOL OF EDUCATION, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

WILLOUGHBY, JAMES LEE: DEPT HEAD-PROF, DEPARTMENT OF MUSIC AND THEATRE, COLLEGE OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

WYATT, WILLIAM C., JR.: ASSISTANT PROFESSOR, DEPARTMENT OF BIOLOGICAL & ENVIRONMENTAL SCIENCES, COLLEGE OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

(J) KENNESAW STATE UNIVERSITY

FORRESTER, DONALD W: PROFESSOR EMERITUS, DEPARTMENT OF MUSIC, SCHOOL OF ART, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

GIBSON, ROBERT WAYNE: DEPT HEAD EMERITUS, DEPARTMENT OF MUSIC, SCHOOL OF ART, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HOPKINS, ROGER EUGENE: VICE PRESIDENT EMERITUS, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

ZOGHBY, MARY: PROFESSOR EMERITUS, DEPARTMENT OF ENGLISH, COLLEGE HUMANITIES & SOCIAL SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 13, 2000, AT LESS THAN HALF TIME.

(K) SOUTHERN POLYTECHNIC STATE UNIVERSITY

BURTON, WALTER E.: PROFESSOR EMERITUS, DEPARTMENT OF ELECTRICAL & COMPUTER ENGINEERING TECHNOLOGY, COLLEGE OF TECHNOLOGY, AS NEEDED FOR PERIOD BEGINNING MAY 25, 1999 AND ENDING MAY 15, 2000, AT LESS THAN HALF TIME.

CHESHIER, STEPHEN ROBERT: PART-TIME PROFESSOR, DEPARTMENT OF PHYSICS, CHEMISTRY AND BIOLOGICAL SCIENCES, COLLEGE OF ARTS AND SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 15, 2000, AT LESS THAN HALF TIME.

HAIRE, DALLAS E.: PART-TIME INSTRUCTOR, DEPARTMENT OF PHYSICS, CHEMISTRY AND BIOLOGICAL SCIENCES, COLLEGE OF ARTS AND SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 15, 2000, AT LESS THAN HALF TIME.

OXFORD, EARL TYRONE: PROFESSOR, DEPARTMENT OF PHYSICS, CHEMISTRY AND BIOLOGICAL SCIENCES, COLLEGE OF ARTS AND SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 15, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(K) SOUTHERN POLYTECHNIC STATE UNIVERSITY (CONTINUED)

SUMMERS, DAVID E.: PROFESSOR EMERITUS, DEPARTMENT OF ELECTRICAL & COMPUTER ENGINEERING TECHNOLOGY, COLLEGE OF TECHNOLOGY, AS NEEDED FOR PERIOD BEGINNING MAY 25, 1999 AND ENDING MAY 15, 2000, AT LESS THAN HALF TIME.

(L) ABRAHAM BALDWIN AGRICULTURAL COLLEGE

BLACKMARR, SYDNEY: DIRECTOR OF BUDGETS, DIVISION OF DEVELOPMENTAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

KEESEE, VINCENT A.: PROFESSOR, DIVISION OF HUMANITIES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

MASSEY, DONALD LEROY: ASSOCIATE PROFESSOR, DIVISION OF SCIENCE AND MATHEMATICS, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

MOODY, THOMAS KENNETH: ASSISTANT PROFESSOR, DEPARTMENT OF HEALTH, PHYSICAL EDUCATION & RECREATION, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(M) BAINBRIDGE COLLEGE

FRAZIER, ERNEST LYNN: PROFESSOR, DIVISION OF TECHNICAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING AUG 3, 2000, AT LESS THAN HALF TIME.

MOBLEY, EDWARD D.: PRESIDENT EMERITUS, (NTT) AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING AUG 3, 2000, AT LESS THAN HALF TIME.

PERRY, JAMES EARL: PART-TIME INSTRUCTOR, DIVISION OF ARTS AND SCIENCES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING AUG 3, 2000, AT LESS THAN HALF TIME.

(N) COASTAL GEORGIA COMMUNITY COLLEGE

COOPER, LAVERNE B.: DIRECTOR ADMINISTRATIVE, AS NEEDED FOR PERIOD BEGINNING AUG 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(O) GEORGIA PERIMETER COLLEGE

BENSON, ANN: STUDENT AFFAIRS COUNSELOR, DUNWOODY CAMPUS, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BOOTHE, HELEN: ADMINISTRATIVE SECRETARY, DEPARTMENT OF ENGLISH AS A SECOND LANGUAGE (CLARKSTON), DIVISION OF HUMANITIES (CLARKSTON), AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BRADFORD, JAMES S.: PART-TIME ASST PROFESSOR, DEPARTMENT OF SPEECH (DUNWOODY), DIVISION OF HUMANITIES (DUNWOODY), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

EZZELL, WILLIAM E.: PART-TIME ASSOC PROFESSOR, DEPARTMENT OF HISTORY (CLARKSTON), DIVISION OF SOCIAL SCIENCE (CLARKSTON), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(O) GEORGIA PERIMETER COLLEGE (CONTINUED)

GARRETT, JOYCE L.: PART-TIME ASSOC PROFESSOR, DIVISION OF PHYSICAL EDUCATION (CLARKSTON), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

GOETERS, ELIZABETH R.: LIBRARIAN INSTRUCTOR, LIBRARY (DUNWOODY), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HANCOCK, S. ANNE: PART-TIME INSTRUCTOR, CLARKSTON CAMPUS, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HERNDON, JANE W.: PART-TIME PROFESSOR, DEPARTMENT OF HISTORY (CLARKSTON), DIVISION OF SOCIAL SCIENCE (CLARKSTON), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HINELY, MARY B.: PART-TIME ASSOC PROFESSOR, DEPARTMENT OF MUSIC (CLARKSTON), DIVISION OF FINE ARTS (CLARKSTON), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

KEMP, WILLIAM H.: PART-TIME INSTRUCTOR, DIVISION OF PHYSICAL EDUCATION (CLARKSTON), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

MABREY, GEORGIA: SENIOR ACCOUNTING ASST, DUNWOODY CAMPUS, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

MANKO, KENNETH M.: DIRECTOR ACADEMIC, LAWRENCEVILLE CAMPUS, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

MCCOMB, FRANCIS W., III.: ACTING DEPT HEAD-ASOP, DIVISION OF SOCIAL SCIENCE (CLARKSTON), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

NEWMAN, WILLIAM S.: ASSOC PROFESSOR EMERITUS, DEPARTMENT OF ENGLISH (CLARKSTON), DIVISION OF HUMANITIES (CLARKSTON), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999, AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

NIPP, BARBARA F.: PART-TIME ASST PROFESSOR, DEPARTMENT OF ENGLISH (DUNWOODY), DIVISION OF HUMANITIES (DUNWOODY), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

PACE, BETTY Y.: SENIOR SECRETARY, DIVISION OF HUMANITIES (DUNWOODY), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

ROSEMAN, GARY H.: PART-TIME PROFESSOR, DEPARTMENT OF ENGLISH (DECATUR), DIVISION OF HUMANITIES (DECATUR), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

SANKO, GEORGE: ASSOC PROFESSOR EMERITUS, DEPARTMENT OF BIOLOGY (CLARKSTON), DIVISION OF SCIENCE (CLARKSTON), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

STONE, CHARLES R.: ASSOC PROFESSOR EMERITUS, DEPARTMENT OF MATHEMATICS (CLARKSTON), DIVISION OF MATH/COMPUTER SCIENCES (CLARKSTON), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(O) GEORGIA PERIMETER COLLEGE (CONTINUED)

WARREN, JOANNE R.: RECORDS COORDINATOR I, DIVISION OF NURSING (CLARKSTON), AS

NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

WELLS, LOUIS LANE: PART-TIME ASSOC PROFESSOR, DEPARTMENT OF SPEECH (LAWRENCEVILLE), DIVISION OF HUMANITIES (LAWRENCEVILLE), AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(P) DALTON STATE COLLEGE

CARLSON, SYLVIA M.: ACCOUNTING CLERK, (NTT) AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

INGLE, RANDALL MARSHALL: ASSISTANT PROFESSOR, DIVISION OF VOCATIONAL-TECHNICAL, AS NEEDED FOR PERIOD BEGINNING JUL 5, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

JUMP, BILLY J.: DIV CHAIRPERSON EMERITUS, DIVISION OF SCIENCE & MATHEMATICS, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

RICHARD, W. MASON: ASSOC PROFESSOR EMERITUS, DIVISION OF BUSINESS AND TECHNOLOGY, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 12, 2000, AT LESS THAN HALF TIME.

STANLEY, JACQUELINE H.: ASSOCIATE COMPTROLLER, (NTT) AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(Q) FLOYD COLLEGE

BROWN, SILAS P.: PART-TIME INSTRUCTOR, DIVISION OF SOCIAL AND CULTURAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

BURTON, MICHAEL J.: PART-TIME ASST PROFESSOR, DIVISION OF SOCIAL AND CULTURAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

COOK, CHARLES DAVID: PROFESSOR EMERITUS, DIVISION OF NATURAL SCIENCES, MATHEMATICS & PHYSICAL EDUCATION, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

DEMPSEY, BARBARA A.: PART-TIME INSTRUCTOR, DIVISION OF LEARNING SUPPORT, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

GOLDEN, M. LEON: PART-TIME INSTRUCTOR, DIVISION OF LEARNING SUPPORT, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

HAYS, RICHARD O.: PART-TIME PROFESSOR, DIVISION OF NATURAL SCIENCES, MATHEMATICS & PHYSICAL EDUCATION, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(Q) FLOYD COLLEGE (CONTINUED)

JOHNSON, RONALD B.: PART-TIME ASSOC PROFESSOR, DIVISION OF BUSINESS AND CAREER EDUCATION, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

KERR, WILLIAM PHILLIPS: PART-TIME ASST PROFESSOR, DIVISION OF SOCIAL AND CULTURAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

LEE, H. WAYNE: PART-TIME INSTRUCTOR, DIVISION OF SOCIAL AND CULTURAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

LEE, LINDA A.: PART-TIME INSTRUCTOR, DIVISION OF NATURAL SCIENCES, MATHEMATICS & PHYSICAL EDUCATION, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY

18, 2000, AT LESS THAN HALF TIME.

MORGAN, GLENDA B.: PART-TIME INSTRUCTOR, DIVISION OF NATURAL SCIENCES, MATHEMATICS & PHYSICAL EDUCATION, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

MOSS, JUDSON: PART-TIME ASST PROFESSOR, DIVISION OF SOCIAL AND CULTURAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

O'KELLEY, WILLIAM D: PART-TIME INSTRUCTOR, DIVISION OF SOCIAL AND CULTURAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

STARNES, EDDIE: PART-TIME INSTRUCTOR, DIVISION OF SOCIAL AND CULTURAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

STARNES, JOANNE H.: PART-TIME PROFESSOR, DIVISION OF SOCIAL AND CULTURAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

TRIMBLE, RICHARD W.: PART-TIME PROFESSOR, DIVISION OF NATURAL SCIENCES, MATHEMATICS & PHYSICAL EDUCATION, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

WHITWORTH, JIMMY H.: PART-TIME ASST PROFESSOR, DIVISION OF SOCIAL AND CULTURAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

WILBURN, RAYMOND A.: PART-TIME ASST PROFESSOR, DIVISION OF SOCIAL AND CULTURAL STUDIES, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 19, 2000, AT LESS THAN HALF TIME.

(R) GORDON COLLEGE

ADAMS, CYNTHIA A.: PART-TIME INSTRUCTOR, DIVISION OF HUMANITIES AND DEVELOPMENTAL STUDIES, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(R) GORDON COLLEGE (CONTINUED)

BORDERS, MICHAEL W.: PART-TIME INSTRUCTOR, DIVISION OF BUSINESS AND SOCIAL SCIENCE, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

HENDERSON, HAROLD: PART-TIME INSTRUCTOR, DIVISION OF BUSINESS AND SOCIAL SCIENCE, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

LEE, ROLAND V.: PART-TIME INSTRUCTOR, DIVISION OF BUSINESS AND SOCIAL SCIENCE, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

RICHARDS, JAMES OLIN: PART-TIME INSTRUCTOR, DIVISION OF BUSINESS AND SOCIAL SCIENCE, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

(S) SOUTH GEORGIA COLLEGE

MATHIS, CLAYTON W.: PART-TIME INSTRUCTOR, DIVISION OF HEALTH, PHYSICAL EDUCATION & RECREATION, AS NEEDED FOR PERIOD BEGINNING AUG 13, 1999 AND ENDING AUG 1, 2000, AT LESS THAN HALF TIME.

WIDSTROM, VIRGINIA R.: PART-TIME INSTRUCTOR, DIVISION OF NATURAL SCIENCE & MATHEMATICS, AS NEEDED FOR PERIOD BEGINNING AUG 13, 1999 AND ENDING AUG 1, 2000, AT LESS THAN HALF TIME.

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM:
THE BOARD APPROVED THE FOLLOWING PART-TIME APPOINTMENTS OF FACULTY MEMBERS OVER THE
AGE OF 70 PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM:

(A) GEORGIA INSTITUTE OF TECHNOLOGY

BENNETT, EDGAR B.: CLERK IV, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND
ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

CARNEY, ROBERT W.: PROFESSOR EMERITUS, DUPREE COLLEGE OF MANAGEMENT, AS NEEDED
FOR PERIOD BEGINNING JUN 22, 1998 AND ENDING SEP 4, 1998, AT LESS THAN HALF
TIME.

CASELL, ROBERT B.: PRIN RESEARCH SCI, (NTT) ECONOMIC DEVELOPMENT INSTITUTE, AS
NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN
HALF TIME.

CORRIHER, HENRY A., JR.: PRIN RESEARCH ENGINEER, (NTT) SENSORS & ELECTROMAGNETIC
APPLICATIONS LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD
BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

CULVER, JOHN: DIRECTOR ADMINISTRATIVE, AS NEEDED FOR PERIOD BEGINNING JUL 1,
1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

DIXON, FREDERICK: PRIN RESEARCH SCI, SYSTEMS DEVELOPMENT LABORATORY, GEORGIA
TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING
JUN 30, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS OVER AGE 70 PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM
(CONTINUED):

(A) GEORGIA INSTITUTE OF TECHNOLOGY (CONTINUED)

FIELDER, DANIEL C.: PROFESSOR EMERITUS, SCHOOL OF ELECTRICAL AND COMPUTER
ENGINEERING, COLLEGE OF ENGINEERING, AS NEEDED FOR PERIOD BEGINNING JUN 23,
1998 AND ENDING JUN 11, 1999, AT LESS THAN HALF TIME.

FROST, PHYLLIS R.: ADMINISTRATIVE SUPERV II, SCHOOL OF MECHANICAL ENGINEERING,
COLLEGE OF ENGINEERING, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING
JUN 30, 2000, AT LESS THAN HALF TIME.

HOCHMAN, ROBERT F.: TEMPORARY PROFESSOR, ELECTRO-OPTICS ENVIRONMENT & MATERIALS
LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING
JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

JOHNSON, JAMES W.: SR. RESEARCH SCI, ELECTRO-OPTICS ENVIRONMENT & MATERIALS
LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING
JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

KAHN, BERND: DIRECTOR-RESEARCH, OFFICE OF INTER-DISCIPLINARY PROGRAMS, AS NEEDED
FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF
TIME.

LONG, MAURICE W.: PRIN RESEARCH ENGINEER, SENSORS & ELECTROMAGNETIC APPLICATIONS
LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING
JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

NESSMITH, J. T.: PRIN RESEARCH ENGINEER, SENSORS & ELECTROMAGNETIC APPLICATIONS
LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING
JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

SEITZ, ROBERT N.: PRIN RESEARCH ENGINEER, HUNTSVILLE RESEARCH OPERATIONS, GEORGIA
TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING
JUN 30, 2000, AT LESS THAN HALF TIME.

STILLMAN, IRVING LEE: SR. RESEARCH ENGINEER, SYSTEMS DEVELOPMENT LABORATORY,
GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999
AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

SU, KENDALL L.: REGENTS PROFESSOR, SCHOOL OF ELECTRICAL AND COMPUTER ENGINEERING,
COLLEGE OF ENGINEERING, AS NEEDED FOR PERIOD BEGINNING JUN 21, 1999, AND ENDING
MAY 6, 2000, AT LESS THAN HALF TIME.

WADSWORTH, HARRISON M. JR.: PART-TIME INSTRUCTOR, SCHOOL OF INDUSTRIAL & SYSTEMS ENGINEERING, COLLEGE OF ENGINEERING, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

WARREN, W. BRUCE: PRIN RESEARCH ENGINEER, SIGNATURES TECHNOLOGY LABORATORY, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

WHITE, THOMAS M. JR.: PROFESSOR EMERITUS, SCHOOL OF ELECTRICAL AND COMPUTER ENGINEERING, COLLEGE OF ENGINEERING, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1998 AND ENDING JUN 30, 1999, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS OVER AGE 70 PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(A) GEORGIA INSTITUTE OF TECHNOLOGY (CONTINUED)

WILTSE, JAMES C.: PRIN RESEARCH ENGINEER, GEORGIA TECH RESEARCH INSTITUTE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(B) GEORGIA STATE UNIVERSITY

NOBEL, ROLAND J.: PROFESSOR EMERITUS, INSTITUTE OF HEALTH ADMINISTRATION, COLLEGE OF BUSINESS ADMINISTRATION, AS NEEDED FOR PERIOD BEGINNING JUN 14, 1999 AND ENDING MAY 17, 2000, AT LESS THAN HALF TIME.

KOPLEFF, FLORENCE: PROFESSOR EMERITUS, DEPARTMENT OF MUSIC, COLLEGE OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 23, 1999 AND ENDING MAY 10, 2000, AT LESS THAN HALF TIME.

(C) UNIVERSITY OF GEORGIA

BOARDMAN, KATHERINE BLACKS: PART-TIME ASST PROFESSOR, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BOYD, LOUIS J.: PROFESSOR EMERITUS, COLLEGE OF AGRICULTURAL AND ENVIRONMENTAL SCIENCES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

BROUSSARD, RAY FRANCIS: ASSOCIATE PROFESSOR, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING OCT 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

DAVIS, EARL FRED: PROFESSOR EMERITUS, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

FRESHLEY, DWIGHT LOWELL: PART-TIME PROFESSOR, GEORGIA CENTER FOR CONTINUING EDUCATION, VICE PRESIDENT FOR SERVICE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

SOHN, LOUIS BRUNO: PROFESSOR EMERITUS, SCHOOL OF LAW, AS NEEDED FOR PERIOD BEGINNING MAR 7, 1999 AND ENDING APR 10, 1999, AT LESS THAN HALF TIME.

WARREN, MILLIE BELLE: CLERK II, AS NEEDED FOR PERIOD BEGINNING AUG 11, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(D) VALDOSTA STATE UNIVERSITY

PARRISH, SARA G.: CASHIER CLERK, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(E) AUGUSTA STATE UNIVERSITY

BROWN, ALBERT M.: ASSOCIATE PROFESSOR, DEPARTMENT OF MATHEMATICS & COMPUTER SCIENCE, SCHOOL OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 9, 1999 AND ENDING MAY 13, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS OVER AGE 70 PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(E) AUGUSTA STATE UNIVERSITY (CONTINUED)

CASHIN, EDWARD J.: DEPT HEAD EMERITUS, DEPARTMENT OF HISTORY & ANTHROPOLOGY, SCHOOL OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(F) GEORGIA COLLEGE & STATE UNIVERSITY

SHADWELL, ANN: TEACHER AIDE, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

SHEPARD, EUGENE H.: PART-TIME PROFESSOR, DEPARTMENT OF ACCOUNTING, J. WHITNEY BUNTING SCHOOL OF BUSINESS, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 6, 2000, AT LESS THAN HALF TIME.

(G) STATE UNIVERSITY OF WEST GEORGIA

BLANTON, FLOYD LAMAR: PART-TIME INSTRUCTOR, (NTT) DEPARTMENT OF MATHEMATICS AND PHYSICS, COLLEGE OF ARTS & SCIENCES, AS NEEDED FOR PERIOD BEGINNING AUG 16, 1999 AND ENDING MAY 10, 2000, AT LESS THAN HALF TIME.

(H) ABRAHAM BALDWIN AGRICULTURAL COLLEGE

MOTT, LEONA R.: ASSISTANT PROFESSOR, DIVISION OF DEVELOPMENTAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(I) GEORGIA PERIMETER COLLEGE

GOULD, IDA R.: CLERK IV, CLARKSTON CAMPUS, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

HASSLER, MARIAN P.: SECRETARY, CLARKSTON CAMPUS, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

MCMAMARA, GRACE H.: PROFESSOR EMERITUS, LIBRARY (CLARKSTON), WITH TWO YEARS OF PROBATIONARY CREDIT, AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

(J) DALTON STATE COLLEGE

CLEMENTS, DAVID: ASSOC PROFESSOR EMERITUS, DIVISION OF HUMANITIES, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 12, 2000, AT LESS THAN HALF TIME.

LINGO, MARY ELLA: CASHIER CLERK, (NTT) AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

MITCHELL, J. C.: CUSTODIAN II, (NTT) AS NEEDED FOR PERIOD BEGINNING JUL 1, 1999 AND ENDING JUN 30, 2000, AT LESS THAN HALF TIME.

SPARKS, JUNE ROSELLE: ASSOC PROFESSOR EMERITUS, DIVISION OF DEVELOPMENTAL STUDIES, AS NEEDED FOR PERIOD BEGINNING AUG 19, 1999 AND ENDING MAY 12, 2000, AT LESS THAN HALF TIME.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

APPOINTMENT OF FACULTY MEMBERS OVER AGE 70 PREVIOUSLY RETIRED FROM THE UNIVERSITY SYSTEM (CONTINUED):

(K) FLOYD COLLEGE

BOWERS, ANDREW E.: PART-TIME ASST PROFESSOR, DIVISION OF SOCIAL AND CULTURAL STUDIES, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

KENNEDY, MEREDITH PAUL: PART-TIME ASST PROFESSOR, DIVISION OF NATURAL SCIENCES, MATHEMATICS & PHYSICAL EDUCATION, AS NEEDED FOR PERIOD BEGINNING JUN 1, 1999 AND ENDING MAY 18, 2000, AT LESS THAN HALF TIME.

(L) SOUTH GEORGIA COLLEGE

BELGER, ELIZABETH B.: PART-TIME INSTRUCTOR, AS NEEDED FOR PERIOD BEGINNING AUG 1, 1999 AND ENDING AUG 1, 2000, AT LESS THAN HALF TIME.

APPOINTMENT OF FACULTY: THE BOARD APPROVED THE APPOINTMENT OF FACULTY MEMBERS AT THE SALARIES AND FOR THE PERIODS RECOMMENDED AT THE FOLLOWING INSTITUTIONS:

GEORGIA INSTITUTE OF TECHNOLOGY	140
GEORGIA STATE UNIVERSITY	114
MEDICAL COLLEGE OF GEORGIA	15
UNIVERSITY OF GEORGIA	141
GEORGIA SOUTHERN UNIVERSITY	91
VALDOSTA STATE UNIVERSITY	19
ALBANY STATE UNIVERSITY	12
ARMSTRONG ATLANTIC STATE UNIVERSITY	16
AUGUSTA STATE UNIVERSITY	25
CLAYTON COLLEGE & STATE UNIVERSITY	6
COLUMBUS STATE UNIVERSITY	12
FORT VALLEY STATE UNIVERSITY	9
GEORGIA COLLEGE & STATE UNIVERSITY	15
GEORGIA SOUTHWESTERN STATE UNIVERSITY	16
KENNESAW STATE UNIVERSITY	16
NORTH GEORGIA COLLEGE & STATE UNIVERSITY	16
SAVANNAH STATE UNIVERSITY	6
SOUTHERN POLYTECHNIC STATE UNIVERSITY	15
STATE UNIVERSITY OF WEST GEORGIA	27
ABRAHAM BALDWIN AGRICULTURAL COLLEGE	16
ATLANTA METROPOLITAN COLLEGE	3
COASTAL GEORGIA COMMUNITY COLLEGE	3
DALTON STATE COLLEGE	3
DARTON COLLEGE	4
EAST GEORGIA COLLEGE	5
FLOYD COLLEGE	6
GAINESVILLE COLLEGE	5
GEORGIA PERIMETER COLLEGE	4
GORDON COLLEGE	6
MACON STATE COLLEGE	10
MIDDLE GEORGIA COLLEGE	5
SOUTH GEORGIA COLLEGE	5

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

NUMBER OF FACULTY BY INSTITUTION WHO WERE PROMOTED:

GEORGIA INSTITUTE OF TECHNOLOGY	82
GEORGIA STATE UNIVERSITY	31
MEDICAL COLLEGE OF GEORGIA	36
UNIVERSITY OF GEORGIA	134
GEORGIA SOUTHERN UNIVERSITY	27
VALDOSTA STATE UNIVERSITY	33
ALBANY STATE UNIVERSITY	11
ARMSTRONG ATLANTIC STATE UNIVERSITY	18
AUGUSTA STATE UNIVERSITY	11
CLAYTON COLLEGE & STATE UNIVERSITY	10
COLUMBUS STATE UNIVERSITY	17
FORT VALLEY STATE UNIVERSITY	5
GEORGIA COLLEGE & STATE UNIVERSITY	10
GEORGIA SOUTHWESTERN STATE UNIVERSITY	7
KENNESAW STATE UNIVERSITY	27
NORTH GEORGIA COLLEGE & STATE UNIVERSITY	6
SAVANNAH STATE UNIVERSITY	4
SOUTHERN POLYTECHNIC STATE UNIVERSITY	5
STATE UNIVERSITY OF WEST GEORGIA	12
DALTON STATE COLLEGE	5
MACON STATE COLLEGE	7
ABRAHAM BALDWIN AGRICULTURAL COLLEGE	5
ATLANTA METROPOLITAN COLLEGE	1
BAINBRIDGE COLLEGE	3
COASTAL GEORGIA COMMUNITY COLLEGE	5
DARTON COLLEGE	2
EAST GEORGIA COLLEGE	6
FLOYD COLLEGE	9
GAINESVILLE COLLEGE	7
GEORGIA PERIMETER COLLEGE	34
GORDON COLLEGE	2
MIDDLE GEORGIA COLLEGE	10
SOUTH GEORGIA COLLEGE	2
WAYCROSS COLLEGE	1

NUMBER OF FACULTY BY INSTITUTION WHO RECEIVED TENURE:

GEORGIA INSTITUTE OF TECHNOLOGY	36
GEORGIA STATE UNIVERSITY	20
MEDICAL COLLEGE OF GEORGIA	6
UNIVERSITY OF GEORGIA	48
GEORGIA SOUTHERN UNIVERSITY	30
VALDOSTA STATE UNIVERSITY	31
ALBANY STATE UNIVERSITY	8
ARMSTRONG ATLANTIC STATE UNIVERSITY	14
AUGUSTA STATE UNIVERSITY	7
CLAYTON COLLEGE & STATE UNIVERSITY	6
COLUMBUS STATE UNIVERSITY	7
FORT VALLEY STATE UNIVERSITY	3
GEORGIA COLLEGE & STATE UNIVERSITY	18
GEORGIA SOUTHWESTERN STATE UNIVERSITY	8
KENNESAW STATE UNIVERSITY	20
NORTH GEORGIA COLLEGE & STATE UNIVERSITY	4
SAVANNAH STATE UNIVERSITY	9
SOUTHERN POLYTECHNIC STATE UNIVERSITY	4
STATE UNIVERSITY OF WEST GEORGIA	11

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

14. Administrative and Academic Appointments and Personnel Actions, Various System Institutions

(Continued)

NUMBER OF FACULTY BY INSTITUTION WHO RECEIVED TENURE (CONTINUED):

DALTON STATE COLLEGE	3
MACON STATE COLLEGE	2

ABRAHAM BALDWIN AGRICULTURAL COLLEGE	3
BAINBRIDGE COLLEGE	2
COASTAL GEORGIA COMMUNITY COLLEGE	3
DARTON COLLEGE	2
FLOYD COLLEGE	4
GAINESVILLE COLLEGE	6
GEORGIA PERIMETER COLLEGE	22
GORDON COLLEGE	4
MIDDLE GEORGIA COLLEGE	6
SOUTH GEORGIA COLLEGE	1
WAYCROSS COLLEGE	2

15. Information Item: Annual Report of Contracts and Grants

This report included grants, contracts, and gifts received by institutions in the University System of Georgia for instruction, public service, and research for fiscal year 1998. The amount of income received from intellectual properties was also presented.

Instruction, Public Service, and Research Funds Received: Much of the financial support for the University System is derived from extramural sources. The dollar amounts for contracts and grants received by the institutions were presented in table form. The total external support for these activities in all institutions equaled \$536,662,324, an increase of \$95,787,999, or 22%, above fiscal year 1997. It should be noted that \$69 million of this increase was a grant from the Georgia Department of Corrections in fiscal year 1998 to the Medical College of Georgia.

Royalty Income: A second table presented royalty income received from intellectual properties during the 1998 fiscal year. The total income of \$8,010,816 represents an increase of \$513,999, or 11.3%, above fiscal year 1997.

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

16. Information Item: Applied Learning Experiences/Clinical Training

Pursuant to authority granted by the Board at its meeting on February 7-8, 1984, the presidents of the listed institutions have executed the indicated number of memoranda of understanding respecting affiliation of students for applied learning experiences/clinical training in the program indicated for July and August, 1999:

Georgia State University		Psychology	6, 2R
Allied Health	2R		
Educational Psychology	2		
Kinesiology and Health	5		
Nursing	2R		
Physical Therapy	1		
Medical College of Georgia		Columbus State University	
Allied Health	52, 36R	Allied Health	1
Hospitals and Clinics	6, 6R	Georgia College & State University	
Medicine	128, 18R	Health	7
Nursing	12, 1R	Georgia Southwestern State University	
Research Institute	3	Nursing	3
University of Georgia		Kennesaw State University	
Child and Family Development	1, 1R	Nursing	3
Communication Sciences	2, 11R	North Georgia College & State University.	
Counseling & Human Dvlpmt.	5	Nursing	4, 2R
Health Promotion & Behavior	1	Physical Education	1R
Pharmacy	3, 18R	Physical Therapy	2, 7R
Psychology	1	State University of West Georgia	
Recreation and Leisure	8, 2R	Nursing	2, 3R
Social Work	14, 98R	Dalton State College	
Georgia Southern University		Health Professions	2, 12R
Family & Consumer Sciences	2	Darton College	
Health & Kinesiology	19	Physical Therapy	1
Nursing	1, 1R	Georgia Perimeter College	
Recreation & Sport Mgmt.	1	Health Information	1R
Social Work	2	Nursing	1
Armstrong Atlantic State University		Total	585
Health Professions	1, 59R		
Augusta State University			

R = Renewal

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

17. Information Item: Service Agreements

Pursuant to authority granted by the Board at its meeting on February 7-8, 1984, the presidents of the listed institutions have executed service agreements with the indicated agencies for the purposes and periods designated, with the institutions to receive payment as indicated for July and August, 1999:

Purpose	Agency	Duration	Amount
Georgia State University			
Conduct program for teens as decision-makers	Georgia Children's Youth Coordinating Council	7/1/99 - 6/30/00	\$5,000
Study Camden Co. salt water intrusion	Georgia Dept. of Natural Resources	4/22/99 - 6/30/92	\$192,791
Conduct DUI prevention programs	Georgia Dept. of Human Resources	5/1/99 - 6/30/00	\$110,558
Conduct intervention programs for youth who witness violence	Georgia Children's Youth Coordinating Council	6/15/99 - 6/14/00	\$5,000
Conduct child care center	Georgia Office of School Readiness	7/1/99 - 6/30/00	\$66,873
Provide services for children with disabilities	Georgia Dept. of Education	2/1/99 - 1/31/00	\$150,562
Conduct Fatherhood Initiative program evaluation	Georgia Dept. of Human Resources	1/1/99 - 12/31/99	\$119,309
University of Georgia			
Perform peanut growing research	Georgia Comm. Commission for Peanuts	7/1/99 - 6/30/00	\$3,000
Support county agents attendance at research meetings	" " " "	7/1/99 - 6/30/0	\$4,000
Support agricultural technician III	" " " "	7/1/99 - 6/30/00	\$11,223
Perform tests on demonstration educational programs	" " " "	7/1/99 - 6/30/00	\$6,000
Perform diagnostic services for livestock diseases (Athens lab)	Georgia Dept. of Agriculture	7/1/98 - 7/1/99	\$50,000
Purpose	Agency	Duration	Amount
University of Georgia (Continued)			
" " " " (Tifton lab)	" " " "	7/1/98 - 6/30/99	\$92,000
Conduct a variety of surveys	Georgia Dept. of Community Affairs	6/1/99 - 12/31/99	\$40,000
Conduct code training	" " " "	7/1/99 - 6/30/00	\$30,000
Conduct Georgia Educational	Georgia Dept. of Education	2/1/99 - 1/31/00	\$146,751

Improvement Plan			
Conduct programs on special education	“ ” “ ”	2/1/99 - 1/31/00	\$83,029
Perform services for children with disabilities	Georgia Dept. of Education	2/1/99 - 1/31/00	\$62,968
Assess Georgia kindergarten program	“ ” “ ”	7/1/99 - 6/30/00	\$75,000
Conduct culinary institute 1999	“ ” “ ”	4/15/99 - 9/30/99	\$35,140
Conduct diabetes control program	Georgia Dept. of Human Resources	7/1/97 - 6/28/99	\$83,000
Conduct program to promote women’s health	“ ” “ ”	9/29/98 - 6/28/99	\$15,000
Conduct training for child support enforcement employees	“ ” “ ”	10/1/98 - 6/30/99	\$12,000
Perform needs assessment for child and adolescent mental health services	“ ” “ ”	5/15/99 - 6/30/99	\$9,956
Conduct regional board training	“ ” “ ”	4/1/99 - 6/30/99	\$22,000
Conduct “Better All Together” conference	“ ” “ ”	4/1/99 - 6/30/00	\$125,000
Conduct training in autism	“ ” “ ”	6/30/99 - 12/31/99	\$41,242
Train case managers	Georgia Dept. of Human Resources	7/1/99 - 6/30/00	\$907,666
Purpose	Agency	Duration	Amount
University of Georgia (Continued)			
Needs assessment for parenting program	“ ” “ ”	6/1/99 - 11/30/99	\$34,684
Conduct child support enforcement training	“ ” “ ”	7/1/99 - 6/30/00	\$162,205
Prepare plant distribution atlas of Georgia	Georgia Dept. of Natural Resources	7/1/98 - 6/30/99	\$10,000
Conduct NE Georgia Police Academy	Georgia Public Safety Training Center	7/1/98 - 6/30/99	\$12,000
Conduct People First Possibilities Project	Governor’s Council on Developmental Disabilities	4/1/99 - 9/30/99	\$50,000
Evaluate application of mediation to child deprivation cases	Supreme Court of Georgia	6/1/99 - 8/31/00	\$25,000
Study pecan disease	Georgia Comm. Commission for Pecans	7/1/99 - 6/30/00	\$7,000
Study oyster beds on Sapelo	Georgia Dept. of Natural	4/1/99 - 10/31/99	\$10,000

Island	Resources		
Darton College			
Conduct bank teller program	City of Albany Economic Development	5/5/99 - 6/3/99	\$4,245
Floyd College			
Conduct computer training	City of Rome, Georgia	5/11/99 - 5/12/99	\$1,000
“ ” “ ”	Georgia Dept. of Revenue	5/19/99 - 5/26/99	\$1,900
Gainesville College			
Develop web site	Georgia Dept. of Transportation	5/7/99 - 11/6/99	\$17,000
South Georgia College			
Develop school health nurse program	Southeast Georgia Health Unit	5/1/99 - 6/30/99	\$5,000

TOTAL AMOUNT JULY/AUGUST	\$ 2,845,102
TOTAL AMOUNT FY 2000 TO DATE	\$ 2,845,102
TOTAL AMOUNT FY 99 (TO AUGUST)	\$ 1,305,913
TOTAL AMOUNT FY 99	\$31,358,479

COMMITTEE ON ORGANIZATION AND LAW

The Committee on Organization and Law met on Tuesday, August 10, 1999 at approximately 4:00 p.m. in the Chancellor’s Conference Room, room 7019. Committee members in attendance were Chair Elridge W. McMillan, Vice Chair Thomas F. Allgood, Sr., and Regents Juanita P. Baranco, Joe Frank Harris, Edgar L. Jenkins, Martin W. NeSmith, and Joel O. Wooten. Vice Chair Allgood reported to the Board on Wednesday that the Committee had 14 applications for review, all of which were denied. Additionally, the Committee approved an item at Kennesaw State University. In accordance with H.B. 278, Section 3 (Amending O.C.G.A. § 50-14-4), an affidavit regarding this Executive Session is on file with the Chancellor’s Office. With motion properly made, seconded, and unanimously adopted, the Board approved and authorized the following:

1. Applications for Review

- a. In the matter of Nadeem Naqvi at the University of Georgia, concerning termination of his employment, that the application for review be denied.
- b. In the matter of Jack Powell at the University of Georgia, concerning denial for promotion, that the application for review be denied.
- c. In the matter of Andrew McGukin at Georgia State University, concerning denial of waiver of residence requirement, that the application for review be denied.
- d. In the matter of Alan Ridge at Valdosta State University, concerning findings of the Greek Board, that the application for review be denied.
- e. In the matter of Hartwell Smith at Georgia State University, concerning grievances, that the application for review be denied.

- f. In the matter of Frederic Berg at Georgia College & State University, concerning suspension/nonrenewal of his contract, that the application for review be denied.
- g. In the matter of Laura M. Tucker at Georgia State University, concerning sexual harassment, that the application for review be denied.
- h. In the matter of Nicole Ferguson at Gordon College, concerning denial of readmission, that the application for review be denied.
- i. In the matter of Annie Cain at Albany State University, concerning not being permitted to graduate, that the application for review be denied.
- j. In the matter of Ronald Jenkins at Georgia College & State University, concerning not being renewed as chair, that the application for review be denied.
- k. In the matter of Jane Leonard O'Brien at Savannah State University, concerning denial of tenure and termination of employment, that the application for review be denied.

COMMITTEE ON ORGANIZATION AND LAW

- l. In the matter of Mary Mellein at the University of Georgia, concerning elimination of her position, that the application for review be denied.
- m. In the matter of Deborah Hall at Fort Valley State University, concerning refusal to grant credit for a course, that the application for review be denied.
- n. In the matter of the Chi Psi Fraternity at the University of Georgia, concerning sanctions, that the application for review be denied.

2. Mutual Aid Agreement, Kennesaw State University

The Board of Regents approved a public safety mutual aid agreement between Kennesaw State University and Cobb County law enforcement officials. This agreement is on file with the Office of Legal Affairs.

PRESENTATION OF RESULTS OF BUSINESS SURVEY

Chair Cannestra next called upon Ms. Annie Hunt Burriss, Assistant Vice Chancellor for Development & Economic Services, and Dr. Roger C. Tutterow, Chair of the Economics Department at Kennesaw State University, for a presentation on the results of their latest business survey.

Ms. Burriss greeted the Board. She noted that Chair Cannestra had announced on Tuesday that this year's focus of the Strategic Planning Committee will be assessment and accountability, and therefore, she would be discussing the subject of benchmarking. She welcomed the Regents back from their month off and welcomed the new Regents to the Board. She noted that the highest benchmark in the creation of new jobs was achieved under a new Regent, former Governor Harris. Four years ago in her interview with Chancellor Portch, they discussed how to link business and industry with the University System and how to know the efforts are successful. The Chancellor challenged her to benchmark and survey. That is what this presentation would be about. Ms. Burriss then introduced Dr. Tutterow, who was chosen by *Georgia Trend* magazine last year as one of 40 under 40 in the State of Georgia who are going to make a positive difference.

Dr. Tutterow thanked Ms. Burriss and greeted the Board. He explained that he would be sharing some of the highlights of the 1998 Business Conditions in Higher Education in Georgia survey of business leaders. He noted that in late 1995, in response to a mandate from the Board of Regents to do a better job of assessing the System's continuous progress, the Office of Development & Economic Services retained the services of the Econometric Center at Kennesaw State University and the Ramsey Chair of Private Enterprise at Georgia State University to conduct a benchmark survey of Georgia business leaders on the quality of higher education in Georgia and the importance of the University System to the economic development of the State. The initial survey was conducted in February 1996, and most recently, a second survey was conducted in October 1998. In addition, in 1997, the same survey instrument was used to gather information from a group of human resource professionals throughout the State, and that information is also included in some parts of this presentation. The survey instrument was designed with input from the Board of Regents as well as from educational and business leaders throughout the region. The population surveyed for the business leaders survey consisted of four professional associations: the Georgia Chamber of Commerce (the "Chamber"), the Georgia Community Bankers Association (the "Bankers"), the Georgia Economic Development Association, and the Georgia Industry Association (the "Industry"). The most recent survey received 447 responses out of 1,771 surveys distributed. Adjusting for non-response, that is an approximate 27% response rate. In particular, among the three business groups, the Bankers, the Chamber, and the Industry, the response rate ranged between 30% and 35%, which is a fairly good response rate for a written survey that is mailed. Dr. Tutterow remarked that he is pleased that the survey respondents were geographically diverse. Of Georgia's 159 counties, 112 were represented by the responses. The survey asked questions about business conditions in Georgia, the performance of the educational systems, the performance of University System graduates, as well as interest in some of the specific programs and services offered through the System. At this meeting, Dr. Tutterow would share some of the responses to the survey questions, and the broader responses were outlined in a report distributed to the Regents.

The first question of the survey concerned the overall performance and quality of the University System. From 1996 to 1998, there was a significant increase in the percentage of the population, from about 41% to about 54%, who felt the System was "excellent" to "good." Dr. Tutterow noted that with 147 responses, there is a confidence interval of approximately 4%. So, a 13% increase does represent a significant increase in the perception of the quality of the System. The next question was about the achievement of the System's teaching. Close to 40% of the population rate the System's performance as being "excellent" or "very good." **PRESENTATION OF RESULTS OF BUSINESS SURVEY**

There was again an increase over the two-year period. When asked how the respondents would rate the System in research, there was an increase from about 37% in 1996 to about 46% in 1998 rating it “excellent” or “very good.” The area of public service was the one area in which there was a slight decrease in terms of measured performance from about 31% saying “excellent” or “very good” to about 29%. However, considering the confidence interval, Dr. Tutterow felt that the perceptions are probably within the margin of error. When asked how they would assess the overall preparation of their employees who are University System graduates, about 45% of the respondents rated their preparation as “excellent” or “very good.” This was another significant increase over the perception in 1996.

Dr. Tutterow explained that the survey listed six basic skills of employees and asked the respondents to rank the three skills they feel are most desirable in their employees. Those skills were oral communication, written communication, computer skills, quantitative ability, critical thinking skills, and ability to work in teams. Of those, the top three skills in rank order in both surveys were oral communication, critical thinking skills, and the ability to work in teams. Dr. Tutterow noted that in the human resources survey, critical thinking skills actually came out ahead of oral communications as being the most important skill to have. As the data is closely examined, some patterns emerge. For example, in service-producing industries, those who named computer skills were higher than in the goods-producing industries. In fact, computer skills would have matched written communications if only service-producing industries were surveyed. In the goods-producing industries, quantitative ability was a bit more significant, perhaps indicating the role of engineers and technically trained persons in those industries. Of the three top skills, respondents were asked how they would rate employees’ preparation in these areas. In the area of oral communication, about 46% rated the preparation “excellent” or “very good” in the most recent survey, which was another significant improvement over ratings in 1996. In terms of critical thinking skills, the ratings were consistent between 1996 and 1998 running right around 30% rating the preparation in this area as “excellent” or “very good.” In the area of ability to work in teams, there was about a 5% or 6% increase in the rating from 1996 to 1998, resulting in about 43% to 44% of respondents rating this area “excellent” or “very good.”

The survey also addressed questions regarding the mission of the University System of Georgia and the respondents’ perceptions of how well the mission is articulated. One of the questions was whether the System appears to have a clear vision of its mission. In the most recent survey, there was an increase from about 34% to about 46% responding that the System does seem to have a clear vision of its mission. Dr. Tutterow commented that this is important because there appears to be a perception that the System has created a solid game plan about serving the constituency around the State. Another question on the survey

was how a person would rate Georgia as a location for his/her company to operate, and there was a significant increase from about 24% to about 39% rating Georgia as an “excellent” location in which to conduct business. In comparison to other states in which a business could realistically do business, 35% to 36% of respondents said that Georgia is much better than average in terms of states in which they could conduct business.

The next question was, “Thinking about the factors which make a location desirable for conducting business, what do you consider to be Georgia’s three greatest assets as a place to do business?” The overall business climate, Georgia’s status as a regional hub, and its transportation system are the three most commonly named assets as a location in which to conduct business. Comparing the surveys from 1996 to 1998, the top three are the same; however, there is a slight downturn in the assessment of the transportation system. Also, human resources respondents rank labor costs as more desirable than the transportation system, which is not **PRESENTATION OF RESULTS OF BUSINESS SURVEY**

surprising, remarked Dr. Tutterow. When asked to consider Georgia’s three greatest weaknesses as a place to do business, respondents ranked education at the K-12 level as the biggest weakness, followed by

general workforce preparation and crime. Also, between 1996 and 1998, there was a 15% increase in those citing transportation as becoming a weakness. So, transportation is becoming more of an issue. When asked whether the University System would be considered an asset or a liability in a company's decision whether to locate its business in Georgia, about 75% considered it to be an asset in 1998, up from 57% in 1996.

Finally, the survey inquired about two new technologies that will allow the System to distribute instruction into the classroom, distance learning, which uses telecommunications and satellite technology, and Internet-based courses. About 28% of respondents in 1998 indicated that their company could utilize and benefit from distance learning, up slightly from 1996. The most recent survey was the only one to ask specifically about Internet courses, and despite the relatively recent arrival of Internet-based instruction, there are already 23% of respondents saying that they could benefit from courses offered over the Internet. In closing, Dr. Tutterow noted that if this question is broken down geographically, it is the more rural areas that think they stand to gain the most from distance learning and Internet-based instruction.

Vice Chair Coleman asked whether the Regents had any questions or comments.

Ms. Burriss added that during the even years, the business leaders were surveyed, and during the odd years, the human resources sector was surveyed. In September 1999, the second human resources benchmarking survey would be performed. This is significant because the two think differently.

Regent Jenkins noted that according to the survey report, approximately 40% of respondents indicated that they were from companies with more than 100 employees. He asked whether most of the businesses in Georgia have less than 100 employees.

Dr. Tutterow responded that he did not have an exact breakdown on that, but he stated that having the Bankers in the sample allowed the survey to achieve an incredible amount of geographical diversity. He added that the companies under 100 employees are actually over-represented in this sample relative to actual employment within the State.

Regent Jenkins remarked that he would have thought most employees would be in businesses with less than 100 employees.

Regent Baranco agreed.

Regent Jenkins suggested that the percentage of persons employed by companies with less than 100 employees would be more like 80% than 60%.

Dr. Tutterow remarked that the number of businesses with less than 100 employees would certainly be closer to 80%, but the larger companies likely skew the results in terms of the actual number of employees in businesses with less than 100 employees.

Regent Leebern remarked that companies with less than 100 employees may also not be participating in the human resources survey, since they may not have human resources departments.

PRESENTATION OF RESULTS OF BUSINESS SURVEY

Dr. Tutterow and Ms. Burriss agreed that this was a good point. Dr. Tutterow noted that the median number of employees per company in the survey was approximately 46 employees per business. In the human resources survey, there is a multiple of about eight times as many employees per company.

Chair Cannestra asked whether there were any unusual findings in the surveys that they had not anticipated.

Dr. Tutterow replied that there was significant improvement with regard to perceptions of the System's achievement and performance. He was surprised that there would be that much difference in a 30-month period.

Ms. Burriss added that this likely reflects the System's good communication through public relations and media coverage. The Chancellor and presidents are very much involved in articulating the message of the University System to the State.

Chancellor Portch remarked that he was most interested in the companies' perceptions of the performance of University System graduates. Also, given the dominance of computers in business today, he was a bit surprised that computer skills did not rank in the top three most desirable traits of employees. At the same time, it was reassuring to see teamwork, communication, and critical thinking skills rise to the top, because those comprise the System's core business.

Chair Cannestra commended the presenters and thanked them for their presentation.

UPDATE FROM STUDENT ADVISORY COUNCIL

Chair Cannestra next called upon Chancellor Portch to introduce the new chair of the Student Advisory Council (“SAC”), who would be updating the Board on their activities.

Chancellor Portch remarked that it was his pleasure to introduce Mr. John M. Fuchko III, Chair of SAC. Mr. Fuchko is from Canton, Georgia. He is a senior at Kennesaw State University (“KSU”) in political science, he served as editor-in-chief of KSU’s student newspaper, and he is bringing a new level of professionalism to SAC. The Chancellor said that with Mr. Fuchko, the Board will have a very strong relationship with SAC, which is one of the goals outlined in the Board’s vision statement.

Mr. Fuchko greeted the Regents. He introduced Mr. Nels Peterson of Marietta, who also attends KSU and is the chair of SAC’s External Affairs Committee, and Mr. Brian Beers of Lilburn, who attends Georgia College & State University and who is SAC’s Press Secretary. Mr. Fuchko also recognized three University Student Government Association (“SGA”) representatives who were in attendance at this Board meeting: Mr. Mike Reynolds and Mr. Heath Moody were present from the University of Georgia SGA, and Ms. Sherrie DeMond, the SGA president from Clayton College & State University, was also present. Before the summer SAC conference, Mr. Fuchko met with Chair Cannestra to discuss some issues that he then brought back to SAC to discuss. The first thing he wanted to discuss with the Board was the revised constitution and bylaws of SAC, which were passed in the spring. The revisions fall into four main categories, the first of which is task force involvement. SAC wants students to be involved in task forces on the Board of Regents level, and SAC has included a mechanism in its constitution to make that happen. The second category is advocacy to all levels of government. SAC wants to be sure to be a help to the Board and to the institutions in talking to legislators about securing funding for higher education. The third category is streamlined internal operations. SAC wants to focus on presenting its ideas to the Board rather than the internal operations that have little to do with SAC’s function of representing the students. The fourth and final category is a greater focus on professionalism. Mr. Fuchko remarked that this category has more to do with his administration than with the constitution itself, but it is something he promises to do in his term.

The SAC summer conference resolutions related to co-curricular transcripts, mandatory student fees, the HOPE Scholarship book allowance, and the HOPE Scholarship coverage of additional degree hours. Mr. Fuchko explained that a co-curricular transcript lists and recognizes the activities in which students participate outside of the classroom, such as SGA, the student newspaper, and clubs, and it would list what leadership positions they held. This is something the students feel would be important to potential employers. Mr. Fuchko asserted that there is a need for documentation and a need for consistency across the System. While some institutions are already using such transcripts, others are not. SAC would like the Board to recommend implementation of such transcripts on a Systemwide basis and to provide some uniformity among the transcripts of all institutions in the System. With regard to mandatory student fees, SAC has some proposals it would like to present. The first resolution deals with the creation of new student fees. Mr. Fuchko stated that the input of student fees is essential in this process. Students should know about fees and have input before the fees are presented to the Regents. Because the HOPE Scholarship pays for these fees, there is also some concern that it may be used to pay for buildings rather than students’ education. If students had more input in fees, there would likely be fewer fees, he stated, or at least more reasonable fees. Another part of this issue is the budgeting of student fees. Board code 705.05 mandates that student activities fees are budgeted by a committee of at least 50% students. However, that is the only fee that falls under this requirement. Mr. Fuchko noted that other fees, such as fees for technology and parking, do not fall under this category. He suggested that some institutions are not using the proceeds from **UPDATE FROM STUDENT ADVISORY COUNCIL**

such fees, but rather, they are accumulating those funds. This is something on which the SAC feels

students should have more input. SAC is requesting that after discussions with the Board and Central Office staff, the Board mandate 50% student involvement for all fees through Board policy, as is currently done for student activities fees. After implementing the policy, institutions should be audited to determine whether they are in compliance. The next issue was the HOPE Scholarship book allowance. The SAC resolution recognizes that textbooks cost a good deal of money. Competition should lead to lower prices, but currently the policy of the Georgia Student Finance Commission (the "Commission") allows the individual institutions to determine how this money is dispersed. As a result, most institutions do not give it directly to the students, but rather, they give the students a credit at the campus bookstore. Mr. Fuchko asserted that if the Board recommended to the Commission or the legislature that students be allowed to get the money ahead of time and to spend it where they see fit, it would lower prices for students, and it would make the HOPE Scholarship a more effective tool for increasing education. The final issue was HOPE Scholarship coverage for students who go beyond the number of hours covered by HOPE. At this point, HOPE only covers 123 semester hours. While there are some ways to handle extra hours on an individual basis and there are not many students falling into this category, this is something SAC will be reporting back to the Board on once it has gathered more information. In closing, Mr. Fuchko reiterated the four SAC resolutions. He thanked the Regents and asked whether they had any questions.

Chancellor Portch remarked that on each of these issues, someone in the Central Office would be designated to follow up. It may be necessary in some areas to form work groups with students and appropriate administrators to work through and develop some proposals for the Board.

Chair Cannestra noted that it is important to realize that the Regents are much like a board of directors for the University System and that any issues must go through the Central Office staff.

Mr. Fuchko replied that SAC would be working closely with the staff.

Chair Cannestra stated that he appreciated the amount of effort Mr. Fuchko and his associates had put into this presentation of ideas.

Regent Baranco asked what the SAC has planned for the remainder of the year.

Mr. Fuchko responded that the SAC has a fall conference and a spring conference planned. Another issue that SAC is examining is eliminating the sales tax on textbooks, which has been done in many other states.

Regent Jones complimented Mr. Fuchko and remarked that the items SAC is examining will be beneficial in letting the Board have student feedback.

Chair Cannestra thanked Mr. Fuchko again. He then recognized Mr. Ernie Suggs for his article in the *Atlanta Journal-Constitution* that morning.

CHANCELLOR'S REPORT TO THE BOARD

After the update from the Student Advisory Council, Chancellor Portch gave his report to the Board, which was as follows:

Thank you Mr. Chairman. And thank you, John (Fuchko).

I did want you all to know that in addition to all his work with SAC (Student Advisory Council), John — with a little help from his wife Sherie — has been working on another addition: Sasha. Congratulations.

I also want to congratulate our new Regents. I'm delighted to welcome you to the Regent family and know you will make important policy contributions to the University System. I'll never forget you, either. Barbara and I were driving in the mountains of New Hampshire, where we first met, celebrating our silver wedding anniversary, when the call from Gail came in concerning new Regent appointments. Since the car phone reception was marginal, I pulled over, only to have a state trooper pull in behind me with his blue lights flashing. Once I explained why I had pulled over so suddenly, he was most forgiving. This is the power behind just mentioning the word "Regents"!

We've had a busy summer. As Regent Coleman can testify, the Governor's Education Commission has been in full swing. We've been pleased to be active participants, with a number of our staff being partially on loan to the Governor's Office to assist with the effort. We believe that the focus is helpful and that many important ideas about improvement are being put on the table. As you know, because I've said it so many times, it's vital that the System be proactively and collaboratively involved with K-12, because our greatness depends quite a bit on the quality of the students we receive.

In that regard, I'm particularly proud to announce the awarding of a federal grant of \$3.8 million for this coming year, with additional funds to come over the next two years to advance further your teacher preparation activities. It has a simple overall goal: put a qualified teacher in front of every Georgia child. The grant application was a collaborative effort among the University System, Department of Education, Partnership for Excellence in Education, Office of School Readiness, and the Professional Standards Commission. Great leadership was provided by Jan Kettlewell, ably assisted by Sheila Jones and Lana Blackwell. To put this in perspective, of the 52 grants nationally, only three were in excess of \$3 million.

An unintended consequence of your year-long teacher prep initiative was that as our own Wendy Weathers listened to all the discussion, she decided she needed to be a teacher. So, next week she leaves us after three years to enter UGA's (University of Georgia) College of Education master's program. As an honor student, Wendy is the sort of person we need entering the teaching profession.

CHANCELLOR'S REPORT TO THE BOARD

There's plenty of other "good news" in the System. Let me just give you a sampling:

- Given the Board's past and future emphasis on technology, I was pleased to read the comments in *Higher Education Marketing & Advertising Review* about the System Web site: "Logging onto the University System of Georgia Web site, one is struck with the careful and logical organization of the site.... Some massive cooperation between institutions must have been achieved in order to do this! There must have been a skilled team assembled to gather and report on the information from every institution! Yet there is still room to present each institution in the System at its best, by linking to the institutional Web sites...." Our new Web master, Ray Lee, and the OIIT (Office of Information and Instructional Technology) staff are building on the success as they put the final touches on a new and improved Web design.

- The Advanced Academy at West Georgia received first and second place for outstanding and distinguished delegations (representing China and South Africa) in the high school division of the Southern Regional Model United Nations Conference in Tallahassee.

- Chris Young of Fitzgerald, Georgia and a senior at Georgia Tech was selected as a Truman scholar. Chris is a history, technology, and society major. Truman scholars receive a scholarship towards graduate work and are chosen nationally from academic-elite students who plan to pursue careers in government or public service. After graduate school, Chris plans to work here in Georgia in the public health field.

- UGA's Charles Mathis, was featured on the front page of *USA Today* and was a guest on the *Today Show*. Mathis received his UGA degree three weeks prior to receiving his high school diploma as Valedictorian of Oconee County High School. Mathis had a perfect 1600 on his SAT (Scholastic Aptitude Test), a perfect 4.0 grade point average at UGA, and has a perfect scholarship to Stanford to start his Ph.D. at age 18. When asked about being invited to be on the *Today Show*, he confessed he didn't know much about it, because he didn't watch a lot of TV!

Our faculty continue to earn distinction, for example:

- Two assistant professors at Georgia Tech, Rigoberto Hernandez, a theoretical physical chemist, and Michael Schatz of physics, received 1999 Cottrell Young Faculty Awards, one of the most prestigious fellowships for beginning faculty in the sciences. They will each receive \$50,000.

CHANCELLOR'S REPORT TO THE BOARD

- The National Science Foundation awarded Z. John Zhang, Assistant Professor of Chemistry and Biochemistry at Tech, a career award for his teaching and research in the area of magnetic nanoparticles. In addition, Zhang was named a Beckman Young Investigator by the Arnold and Mabel Beckman Foundation. The Beckman Program is designed to promote research in chemistry and the life sciences and provides research support to the most promising young faculty members in the early stages of their academic careers. Zhang will attend a symposium this month in California and will receive \$200,000 over the next two years for research.

And our administrators continue to earn national recognition. For example:

- Savannah State University's Dr. Pete Silver was elected chair of the Black Caucus of the American Association for Higher Education. He will serve a two-year term.

I've used these past two months to meet with a lot of people and travel the State some. We've begun our preliminary budget discussions with the Governor and Lieutenant Governor, with Bill Tomlinson in the Office of Planning and Budget and Robert Hobbs in the Legislative Budget Office. I've spent some time with the chairs of our respective committees — and how blessed we are to have these particular chairs — Jack Hill and DuBose Porter. I've met with Senate Majority Leader Charles Walker, who has been providing strong leadership for helping us ensure MCG (Medical College of Georgia) thrives, and House Majority Leader Larry Walker, who has been helping us serve Middle Georgia. I traveled from Dahlonga to help Regent Jenkins and Speaker Murphy rededicate the magnificent Price Memorial Hall to Albany to provide a challenge to their rotary club. I even had the pleasure of going to Lake Blackshear to help Regent Hunt celebrate a big birthday!

Two other activities have been particularly special. We had an outstanding presidents' retreat, where we wrestled with case studies of how to handle campus emergencies. We also had one exercise where they role played Regents and the Chancellor's staff. Just know: I'm sticking with you guys as Regents! We had some fun but did some serious teamwork. You should know that there's not a better group of presidents in the country today.

I've also been holding a series of afternoon teas with small groups of Central Office staff. As Henry James said, "There are few hours in life more agreeable than the hour dedicated to the ceremony known as afternoon tea." It's a very civilizing tradition. But it also allows me to meet new staff and to discuss ideas with all the people who do such work in the trenches. Again, I leave these teas impressed with the intellectual quality and energy of our staff and its increasingly rich diversity.

Two final items:

One, as a professor of English, I love language that is alive. So today, I want to kill some phrases and put the staff on notice that they'll be fined a quarter for every time they utter any of these phrases or words:

CHANCELLOR'S REPORT TO THE BOARD

- the new millennium
- the next century
- outside the box
- paradigm shift
- workforce development

- and the words “quality” and “excellence,” unless they’re used with specific definitions or data points

Ah, I feel cleansed now! Thank you for allowing me that quiriness. Regents, of course, have Regental immunity from fines.

Finally, I want you to meet someone special. I was very taken with the self-knowledge, maturity, and self-responsibility reflected in this letter published in *The Atlanta Journal-Constitution*. I was moved to respond. I asked Jessica Chandler to join me today. Jessica, would you come on up? Let me show you a couple of phrases which caught my attention: “My senior year sneaked up on me, and I don’t have anything to show for my high school career. I got As and Bs, but I don’t really have any knowledge to show for the grades I got. My grade point average of 3.3 could have been much higher if I’d taken my school work more seriously.” She didn’t blame her parents, didn’t blame her teacher, didn’t blame society. She took the responsibility of not having fulfilled her full potential on herself. “My main goal right now is to graduate from high school and find colleges that will help me achieve my dream. I hope that when I do get everything straight, I don’t slack up in my college life like I’ve done in my high school years.” I wrote back to Jessica, because I just thought that she has said it better than any of us can say it. It is a message that I wish every high school student in Georgia would take to heart. The last thing particularly caught my attention when I read it in the newspaper: “Jessica Chandler is a senior at Lithonia High School in DeKalb. She has been accepted at Florida State and Valdosta State.” Well, I was moved to write back, and it was published in the newspaper as well, and my P.S. says, “You don’t have to go to Florida to redeem yourself. There’s a place for you in the University System of Georgia.” Jessica, will you tell the Regents whether you’re going to Florida State or Valdosta State? (Ms. Chandler responded that she will be attending Valdosta State University this fall and that her intended major is aeronautical engineering.)

Mr. Chairman, I rest my case and conclude my report.

Vice Chair Coleman asked why the 18-year-old student with the 4.0 GPA at UGA was going to Stanford University instead of a System institution.

Chancellor Portch said that a student should not get all of his degrees from the same institution or even in the same system, so he will get a more diverse opportunity. He then added, “Stanford’s O.K.”

Chair Cannestra thanked Ms. Chandler for sharing her impressions in high school and said that we all suffered from the same problem. He added that the Board would be finding out whether Ms. Weathers or the Chancellor is responsible for these fine reports to the Board.

STRATEGIC PLANNING COMMITTEE, “COMMITTEE OF THE WHOLE”

Chair Cannestra next convened the meeting of the Strategic Planning Committee as a Committee of the Whole. He then turned the chairmanship of the meeting over to Regent Leebern.

Chair Leebern explained that there were two items on the agenda of this meeting of the Strategic Planning Committee. First, he invited Senior Vice Chancellor for Human and External Resources Arthur N. Dunning to give the Regents an update on the “Report of the Hispanic Task Force” (the “Report”), which the Board received in June 1999.

Dr. Dunning explained that in June, the Regents had heard the recommendations of the Hispanic Task Force (the “Task Force”). At that time, the recommendations were put on the table for the Board’s consideration. At this meeting, the staff were requesting approval of the major recommendations of the Report with one caveat: the staff will return to the Board with any recommendation that requires the Board’s further review and approval. For example, the recommendation on working with the Office of the Attorney General to explore the possibility that any student who is a graduate of a Georgia high school and who is academically admissible to a campus in the System should be provided access to the University System. The staff will obviously need to report back to the Board with the Attorney General’s advice before any final decisions can be made. With that one caveat, Dr. Dunning expressed that he hoped the Board was ready to move for formal approval on the Report and its recommendations. He reminded the Regents that the Task Force had divulged that Georgia’s growing Hispanic population can be a significant force in positioning the State as an international business leader, but for that to happen, it is vital that the University System provide leadership in addressing a number of serious challenges that face the State’s Latino population in terms of educational access, preparation, and success. The proposed recommendations are designed to meet and surmount these challenges for the benefit of the Hispanic residents and the State as a whole. Governor Barnes is also keenly aware of this opportunity. He has appointed his own task force on this issue.

Dr. Dunning remarked that he also wanted to update the Regents on activity related to the Report that has occurred since the June Board meeting. First, Dr. Lisa A. Rossbacher, Chair of the Task Force and President of Southern Polytechnic State University, has received many requests from the institutions, State legislators, community leaders, and others for copies of the Report. The Georgia Student Finance Commission has added Spanish language versions to a number of its Web pages, specifically those related to paying for school. Members of the Central Office staff and President Rossbacher have met with representatives of marketing firms to discuss a possible communications plan to encourage Hispanic high school students to persist through graduation and to consider higher education and to help Hispanic parents understand the benefits of high school and college education for their children. Dr. Dunning stressed that the recommendations of the Task Force were developed following the Board’s vision statement and guiding principles. These proved to be excellent guideposts as the Task Force assessed the information and developed these recommendations. Each recommendation in the Report is directly tied to a specific guiding principle. In closing, he thanked the Regents for their time and commitment in ensuring full educational opportunity for all Georgians. He then turned the floor back to Regent Leebern.

Chair Leebern thanked Dr. Dunning and asked whether the Regents had any questions.

Regent Allgood wanted clarification about the caveat that Dr. Dunning had discussed with regard to the Attorney General.

STRATEGIC PLANNING COMMITTEE, “COMMITTEE OF THE WHOLE”

Chancellor Portch interjected that there had also been some confusion in the media about that particular recommendation from Task Force. The recommendation is that the staff get from the Office of the

Attorney General all the legal parameters about serving Latino students, starting from legal Latino students to students who are here pending final certification of their permanent resident or citizen status to children of undocumented workers. So, before the Board has any discussion on the merits of any of that, the staff thought it would be useful for the Regents to know the case law regarding any segment of the Hispanic population. All the recommendation says is that the staff will discuss the matter with the Office of the Attorney General and bring back legal advice before the Board even discusses the merits of that. It may be mute after the staff have had this discussion.

Regent Cannestra asked whether that clarified the matter.

Regent Allgood replied that it was clear now to him and he hoped it was also now clear to the media, because it raises some complex legal issues and the Board must be very careful to investigate the facts and the law before moving forward.

Regent Cannestra remarked that it is both a legal and emotional question, and it is good to get a solid foundation before the Board goes further.

Chair Leebern asked whether there were any further questions, and seeing that there were none, he thanked President Rossbacher and the Task Force. He then asked for a motion to approve the Report and its recommendations.

Regent Jones made the motion, which was seconded by Regent Yancey. With motion properly made and seconded, the "Report of the Hispanic Task Force" was unanimously adopted.

Chair Leebern next called upon Chancellor Portch to discuss benchmarking as the focus of the year for the Strategic Planning Committee.

Chancellor Portch explained, for the benefit of the new Regents, that he does not usually make three presentations in one Board meeting. However, at this time, he wanted to discuss data that had been received from the Southern Regional Education Board ("SREB"), an independent organization of 16 Southern states. Each year, the Chancellor shares this data so that the Board can examine Georgia in the context of the South and in the nation, and the SREB is a very rich data source. He wanted to begin with some information about what has happened in the Southern states in areas other than education, and then, he would hone in on education. During the decade from 1988 to 1998, the United States as a whole experienced a 19% increase in employment, the 16 Southern states experienced a 28% increase, and Georgia experienced an increase of 33%. Only Texas experienced more job growth than Georgia in that decade. The Chancellor noted that there are often two Souths in the data. In 1957, the per capita income as a percentage of the U.S. average for Georgia was 73% and virtually all of the Southern states were well below the average. Today, Georgia has leapt to 94%. He noted that Georgia has made tremendous progress, but it is not done yet. The expected increase in population from 1998 to 2015 is 15% in the nation, 18% in the Southern states, and 20% in Georgia, with 1.6 million more by 2015. The expected change in the annual number of public high school graduates is 11% in the nation as a whole, 12% in the Southern states, and 19% in Georgia during the period from 1998 to 2008. Again, Georgia is outperforming both the nation and the South in growth.

STRATEGIC PLANNING COMMITTEE, "COMMITTEE OF THE WHOLE"

The percentage of persons over age 25 with a high school degree or its equivalent in 1940 was 24% in the nation, 19% in the South, and only 17% in Georgia. In 1998, the percentage was 80% in Georgia, while it was 79% in the South overall and 83% in the nation. Chancellor Portch noted that the high school completion rate in the State is more like 60%, but the difference is that most of the people who have immigrated into Georgia have come not only with high school diplomas, but also some college degrees.

The System's long-term goal, however, has to be to produce more of its own college graduates. The percentage of persons over age 25 with bachelor's degrees in 1940 was 5% in the nation, 4% in the South, and 3% in Georgia. Today, the percentages are 24% in the nation and 21% in both the South and Georgia. The Chancellor reminded the Regents that many of those persons immigrated to Georgia. The System ranks forty-seventh in the nation in its actual percentage of population engaged in college. He remarked that this is an Achilles heel the System must remedy. Growth in post-secondary education enrollment through the decade 1986 to 1996 in the nation was 12%, in the South was 24%, and in Georgia was 63%. Again, he stressed, this was a tremendous increase, but there is still much work to be done. The percentage of students in America between the ages of 18 and 22 studying full-time and living in an on-campus residence hall is only 20%. It is important to remember this as the Board makes policy that the typical student today is much more diverse in terms of age, studying part-time, and living off campus. In the nation as a whole, during the decade from 1986 to 1996, enrollment growth in general was 12%, while African-American enrollment growth was 40%. In the South, enrollment growth in general was 24%, while African-American enrollment growth was 53%. In Georgia, enrollment growth in general was 63%, while African-American enrollment growth was 135%. Chancellor Portch noted that black students as a percentage of total college enrollment was 11% in the nation, 16% in the South, and 25% in Georgia. He noted that given the high school graduating classes, the System is serving rather well the African-American population. However, 40% of ninth-graders in Georgia are black. So, the System needs to see a continued increase in this percentage of enrollment in proportion to the number of high school graduates.

Chancellor Portch noted that from 1991 through 1995, the South outperformed the nation in the conferring of every kind of degree: associate's, bachelor's, master's, doctoral, and professional. Moreover, Georgia outperforms both the nation and the South in every category except the doctoral degree. Since there is some discussion that there is an overabundance of doctorates, the Chancellor was not particularly bothered by this statistic. The one that particularly pleased him, however, was the growth in professional and master's degrees. This implies that there are increasing numbers of people who have gone through undergraduate programs and are ready to get their first graduate degrees. Those are very good signs about getting a better educated Georgia. Increases in State appropriations related to higher education in the period from 1993 to 1999 increased 43%, again outperforming both the nation and the Southern states. There was a decrease in the percentage of the budget being spent on instruction from 40% to 35% from 1986 to 1996. Chancellor Portch remarked that he was at first alarmed to read this statistic. However, he looked further to see that the HOPE Scholarship program has significantly increased the spending on scholarships, which has skewed the statistics. So, this is one of the things the Board will have to examine this year. It will be interesting to see how the System compares with other similar systems with regard to how it divides its budget. The Chancellor remarked that the percent change in faculty salaries in the United States has increased a modest 1.7% between 1992 and 1998. In the same period, the Southern states increased 3.4%, while Georgia increased 11.4%. He noted that this acceleration in competitive faculty salaries has been crucial. However, he stressed that Georgia started way behind the nation. In 1993, the Southern states were only at 92% of the national average and Georgia was at 94%. Today, the Southern states have not improved much, but Georgia is now at 102% of the national average for faculty salaries. This improvement was due to the commitment from Governors Miller and Barnes, and the Board will have to continue to keep an eye on this.

STRATEGIC PLANNING COMMITTEE, "COMMITTEE OF THE WHOLE"

From 1994 to 1997, there was growth in the median annual undergraduate tuition and fees for full-time students at public colleges and universities in the nation, in the South, and in Georgia. However, Georgia (\$2,124) is below the Southern average (\$2,210) and significantly below the national average (\$2,850). The Chancellor noted that State contributions are very significant in keeping tuition and fees low. It is clear that the State provides significant support when the System has made so much progress and yet

tuition remains below the Southern and national averages. He remarked that this would give the Regents a nice overview of where the System stands in relation to the nation and the South. Each year, the System is doing better and it is now at the top tier of Southern states, where the Board set out to be four or five years ago. Again, he stressed that the System should not be satisfied with simply reaching national averages. Rather, its next goal should be to move into the upper echelons of the nation both in performance and State support.

Chair Leebern asked whether there were any questions or comments, and seeing that there were none, he thanked the Chancellor for his presentation to the Board. He then asked for a motion to recess the Strategic Planning Committee as a Committee of the Whole. Regent Hunt made the motion, which was seconded by Regent Cater. Motion properly made, duly seconded, and unanimously adopted, the Board was reconvened in its regular session.

UNFINISHED BUSINESS

There was no unfinished business at this meeting.

NEW BUSINESS

Chair Cannestra called upon Vice Chair Coleman to brief the Board on the Governor's Education Reform Study Commission (the "Commission").

Vice Chair Coleman explained that several weeks before the Commission began, he was going through some desk drawers and found some old articles in which Senator Roy Barnes and Senator J. Tom Coleman, Jr. had been appointed by Governor Joe Frank Harris to examine the governance of vocational technical schools. For him, this was *deja vu*.

Recently, Governor Barnes appointed the Commission, and it held its first meeting on June 7, 1999 in Atlanta. The Commission is composed of about 65 appointees from all over the State. They are approximately one-third each business people, legislators, and educators. The members are broken into four active Committees: Funding, Seamless Education, Accountability, and School Climate. The Committees have all met separately on their own schedules in various parts of the State since the first Commission meeting. Regent Coleman is on the Seamless Education Committee, which follows pupils from pre-kindergarten through college. The full Commission would be having its second meeting in Atlanta on August 16, 1999. In addition, the Committee chairs and vice chairs and the Governor have been holding public hearings around the State. The first one was held in Savannah, and six more were planned. Regent Coleman encouraged the other Regents to attend one of the public hearings in their areas of the State to be one of the people to appear before the Committee chairs to give their opinion on education in Georgia from pre-kindergarten through college or at least to sit and listen to the divergence of opinion that comes out at the hearings. Regent Coleman was the master of ceremonies at the recent public hearing in Savannah, which was held at a brand new high school. The auditorium there was approximately 200 seats, and it was standing room only. About 65 people spoke to the issue of what is wrong with education in Georgia. It was quite interesting, he remarked, and he again encouraged the Regents to attend one of the hearings.

The Seamless Education Committee is chaired by Wendy Martin of the Department of Technical and Adult Education in Albany. Regent Coleman commended her leadership. As of this date, that Committee had met twice, once in Macon and twice in Atlanta. The Committee's fourth meeting would be held later in August in Valdosta. The other Committees are also moving around the State. In following the objectives of the Committee, during the meetings, the Committees have heard from representatives of all levels of education as well as Chancellor Portch, the Commissioner of Labor, and a number of others, all of whom have made very good presentations to the Committee. A good number of people from the University System as well as others from other agencies are working on this project. Regent Coleman remarked that the Committee is moving in the right direction and will reach some good conclusions with regard to their objectives. Of course, the Governor has been at all the Commission meetings and public hearings as well as many Committee meetings. With that leadership, certainly some good things will result from the Commission. The Committee is supposed to make a presentation with recommendations to the Commission in the first week of December 1999. Regent Coleman stated that he is looking forward to that. In closing, he remarked that the Commission is heading in the right direction and asked whether the Regents had any questions.

Seeing that there were no questions or comments, Chair Cannestra thanked Vice Chair Coleman for his report.

PETITIONS AND COMMUNICATIONS

Secretary Gail S. Weber announced that the next Board meeting would take place on Tuesday, September 7 and Wednesday, September 8, 1999 in the Board Room in Atlanta, Georgia.

EXECUTIVE SESSION

At approximately 10:50 a.m., Chair Cannestra called for an Executive Session for the purpose of discussing a personnel appointment and a legal matter. With motion properly made, variously seconded, and unanimously adopted, the Board closed its regular session. The Regents who were present voted unanimously to go into Executive Session. Those Regents were as follows: Chair Cannestra, were Vice Chair J. Tom Coleman, Jr. and Regents Thomas F. Allgood, Sr., Juanita P. Baranco, Connie Cater, Joe Frank Harris, Jr., Edgar L. Jenkins, George M. D. (John) Hunt III, Charles H. Jones, Donald M. Leebern, Jr., Joel O. Wooten, and James D. Yancey. In accordance with H.B. 278, Section 3 (Amending O.C.G.A. § 50-14-4), an affidavit regarding this Executive Session is on file with the Chancellor's Office.

At approximately 11:25 a.m., Chair Cannestra reconvened the Board meeting in its regular session and announced that no actions were taken in the Executive Session. He explained that during Executive Session, the Regents had discussed the appointment of the chief executive officer/dean of faculty of the Gwinnett Center. The appointment did not require Board action.

With regard to the legal matter, Regent Allgood made a motion to approve the settlement of the suit involving Joseph W. Ruben, M.D. of the Medical College of Georgia. The motion was seconded by Regent Hunt. With motion properly made and seconded, the Board unanimously approved the settlement of this case.

ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at approximately 11:30 a.m. on August 11, 1999.

s/
Gail S. Weber
Secretary to the Board
Board of Regents
University System of Georgia

s/
Kenneth W. Cannestra
Chair, Board of Regents
University System of Georgia