

**MINUTES OF THE MEETING OF THE
BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
HELD AT
244 WASHINGTON STREET, S.W.
ATLANTA, GEORGIA
MARCH 12-13, 1996**

CALL TO ORDER

The Board of Regents of the University System of Georgia met on Tuesday, March 12, 1996, at 1:00 P.M., and again on Wednesday, March 13, 1996, at 9:00 A.M., in the Board Room at 244 Washington Street, S.W., Atlanta, Georgia. The meeting was called to order by the Chairman, Regent Juanita Powell Baranco. Present, in addition to Chairman Baranco, were Regents: Thomas F. Allgood, Sr. (Vice Chair), John H. Anderson, Jr., Kenneth W. Cannestra, S. William Clark, Jr., J. Tom Coleman, Jr., A. W. "Bill" Dahlberg, Elsie P. Hand, Edgar L. Jenkins, Charles H. Jones, Donald M. Leebern, Jr., Elridge W. McMillan, Edgar L. Rhodes, and William B. Turner. Absent on Tuesday, February 13, were Regents John H. Anderson, Jr. and Suzanne G. Elson, and absent on Wednesday, February 14, was Regent Suzanne G. Elson.

EXECUTIVE SESSION

Chairman Baranco called an executive session for the purpose of discussing personnel matters. By a show of hands, there was a unanimous decision to go into executive session at 1:05 P.M. on Tuesday, March 12, 1996.

The Board meeting returned to the regular session at 1:55 P.M.

ANNOUNCEMENTS

Chairman Baranco announced that, during the executive session, the Board nominated for appointment to the presidency of Georgia Southwestern College, Dr. Michael Hanes. Dr. Hanes presently serves as Dean of the School of Education, West Chester University, a position he has held since 1987. Additionally, Dr. Hanes has held administrative positions and/or teaching positions at the University of Florida, the University of South Carolina and West Chester University. Dr. Hanes received a Ph.D. in 1973 from Indiana University. By motion of Regent Hand, seconded by Regent Jones, the Board unanimously approved the appointment of Dr. Michael Hanes as President of Georgia Southwestern College, effective August 1, 1996. On behalf of the Board, Chairman Baranco thanked Regent Hand and her committee for the work they did on the Presidential Search for Georgia Southwestern College. Chairman Baranco noted the importance of the Committee's work and the time and commitment required to make an excellent choice. Regent Hand thanked her committee, the campus committee for sending an outstanding slate of candidates, and the Chancellor for his assistance in this matter.

Also, during the executive session, the Board nominated for re-election Senior Vice Chancellor Lindsay Desrochers as Treasurer to the Board and Executive Administrative Assistant Gail S. Weber as Secretary to the Board. By motion of Regent Coleman, seconded by Regent Turner, the Board unanimously approved the re-election of Dr. Lindsay Desrochers as Treasurer to the Board and Ms. Gail S. Weber as Secretary to the Board.

The Board also nominated for re-election, during the executive session, the following institutional presidents;

President Delmas J. Allen, North Georgia College
President Jeremiah J. Ashcroft, East Georgia College
President Hugh C. Bailey, Valdosta State University
President Jacquelyn M. Belcher, DeKalb College
President William A. Bloodworth, Jr., Augusta College
President Frank D. Brown, Columbus College
President Robert A. Burnett, Armstrong State College
President James A. Burran, Dalton College
President Stephen. R. Cheshier, Southern College of Technology
President G. Wayne Clough, Georgia Institute of Technology
President H. Lynn Cundiff, Floyd College
President Nicholas L. Henry, Georgia Southern University
President S. Aaron Hyatt, Macon College
President Edward D. Jackson, Jr., South Georgia College
President Charles B. Knapp, University of Georgia
President Dorothy L. Lord, Brunswick College
President Harold J. Loyd, Abraham Baldwin Agricultural College
President Edward D. Mobley, Bainbridge College
President Carol V. Patton, Georgia State University
President Oscar L. Prater, Fort Valley State College
President Beheruz N. Sethna, West Georgia College
President Betty L. Siegel, Kennesaw State College
President Peter J. Sireno, Darton College
President Edwin G. Speir, Jr., Georgia College
President Richard A. Skinner, Clayton State College
President Francis J. Tedesco, Medical College of Georgia
President Harold E. Wade, Atlanta Metropolitan College
President J. Foster Watkins, Gainesville College
President Joe Ben Welch, Middle Georgia College
President Jerry M. Williamson, Gordon College
President John T. Wolfe, Jr., Savannah State College

By motion of Regent Leebern, seconded by Regent Turner, the Board unanimously approved the re-election of the thirty-one above-listed University System of Georgia Presidents.

Chairman Baranco stated that she felt the Board was very fortunate to have Dr. Julius Scott as Interim President of Albany State College. She commended the Chancellor for his appointment of Dr. Scott as Interim President. In addition, Regent Allgood told the Board that Dr. Scott had been, for many years, the President of Paine College in Augusta, Georgia. He also served as the United Methodist higher education executive. Dr. Scott travelled extensively during his five years in this position. Regent Allgood said that Dr. Scott was probably the best choice to be an interim president of Albany State College. Dr. Scott's task is to get the College ready for a new president.

Attendance

The Attendance Report was read on both days by Secretary Gail S. Weber, who

announced that there was a quorum each day.

Approval of Minutes

Upon motion by Regent Dahlberg, seconded by Regent Jenkins, the minutes of the meetings of the Board of Regents held on February 13-14, 1995, were unanimously approved as distributed on Tuesday, March 12, 1996.

Olympic Village Tour

Chairman Baranco announced that, prior to the Board meeting, the Regents had enjoyed a tour of the Olympic Village, which is located at the Georgia Institute of Technology. Institute representatives Tammy Tuley, Andrew Harris, Bill Miller, and Georgia State Representative Tom Lewis met the Regents at 11:00 A.M. at 244 Washington Street and took them, by bus, on the tour. Their first stop was the Olympic Village. Next the Regents were given a tour of the Aquatic Center. Departing the Aquatic Center, the Regents were driven through the new Georgia Tech housing project. After arriving at Georgia Tech Plaza, the group toured the Olympic Festival Area. At the end of their tour, the Regents were provided with a box lunch at the Theater for the Arts. Chairman Baranco commended Regent Rhodes and the Special Olympic Oversight Committee for their work on the plans for the Olympics. The Chairman also commended Georgia Tech President Wayne Clough for his part in directing the work on the various Olympic venues at the Georgia Institute of Technology.

On Tuesday, March 12, 1996, there being no objection, the meeting was recessed at 2:10 P.M. by Chairman Baranco in order for the Committees to meet.

COMMITTEE MEETINGS

Upon motion by Regent Bill Clark, and without objection, the Board unanimously approved and authorized the following Committee reports on Wednesday, March 13:

REPORT OF COMMITTEE ON EDUCATION

The **Committee on Education** met on March 12, with the following members present: Regents S. William Clark, Jr. (Chairman), John H. Clark, Dahlberg, Hand, McMillan and Rhodes. Regent Elson (Vice Chair) was absent. Regent S. William Clark, Jr. presented the Committee's report with the request that the following items be adopted. The Committee, through its Chair, reported that in separate letters to Chancellor Portch, the presidents of the institutions of the University System submitted various items, listed below, for approval or discussion by the Board. After discussion of these and other items and upon the recommendations of the Chancellor and the Committee on Education, by motion of Regent S. William Clark, Jr., the Board unanimously approved and authorized the following items.

1. Discussion Item: Reaffirmation of Accreditation, Columbus College

President Frank Brown's summary, which he presented at the Committee meeting on March 12, highlighting Columbus College's recent accreditation self-study and site visit was reviewed and discussed by the Board of Regents. The summary is on file in the Office of the Senior Vice Chancellor for Academic Affairs.

The Southern Association of Colleges and Schools re-affirmed Columbus College's accreditation at its December 1995 meeting.

2. Establishment of a Bachelor of Science Degree Program in Respiratory Therapy, Armstrong State College

The Board approved the request of President Robert A. Burnett that Armstrong State College be authorized to offer a Bachelor of Science in Respiratory Therapy, effective Spring quarter, 1996.

Armstrong State College, in conjunction with the health care community in the Savannah area, initiated discussion and study to determine health needs in the service area. Part of that discussion centered on the need for more breadth and depth in the respiratory care practitioners, demanding a move from the associate degree training program to a baccalaureate degree training program. There is documented need in both the science and technical preparation of the respiratory care practitioner. Emerging health care technologies and increasingly technology-dependent health care delivery systems have fueled the demand for the expertise and versatility of the respiratory care practitioner. Savannah area hospital CEO's, physicians, and respiratory care managers are in agreement that respiratory care practitioners will be expected to show more responsibility which will demand preparation at the baccalaureate level. Additionally, the proposal to move from the associate level program to the baccalaureate program is consistent with the published proceedings from the American Association for Respiratory Care (AARC) Educational Consensus Conference. Also, the American Association for Respiratory Care

Delphi Study indicates the increasing demand for Respiratory Care Practitioners being trained at the baccalaureate level.

Armstrong State College, in its proposal to move from the associate level to the baccalaureate level, is moving toward best practices in the profession at the regional and national levels. The goals for the proposed program are consistent with the mission and the strategic plan of Armstrong State College and the School of Health Professions. The goals are also consistent with the mission and the Guiding Principles of the University System of Georgia. The goals for the baccalaureate degree program in Respiratory Therapy are to:

- educate individuals who will be able to assume responsibility and contribute to the growth and development of respiratory care as a health care profession;
- educate respiratory care providers in a scientific approach to problem-solving and patient care;
- create an environment where students establish respect for the worth of individuals, appreciation for cultural diversity, the capacity for critical thinking, and a genuine desire for knowledge, and in which the individual realizes his or her full potential;
- educate respiratory care providers in the use of advance technology and other resources to facilitate self-directed learning and a commitment to life-long learning;
- educate individuals with the inter-personal and communication skills necessary to work effectively as a member of the interdisciplinary health care team; and
- prepare graduates who will meet the standards of professional accreditation and will be qualified to enter the registry examination system of the National Board of Respiratory Care.

It is expected that the program will enroll 35 students each year for the next three years, and 40 in the fourth year. Implementation of the proposed program will not have a significant impact on the institution desegregation and affirmative action plans. Establishing the career ladder program will provide an opportunity for minority graduates to continue their education at the baccalaureate level. Library, physical and administrative resources are in place and are adequate to implement the proposed program. The program will be funded through existing funds and reallocation of resources from the associate degree program to the baccalaureate degree program.

In 1999, the Office of Academic Affairs will re-examine this program in terms of quality, budget, support, and enrollment, and report to the Board at that time.

3. Establish a Major in Environmental Health Science Under the Existing Master of Science Degree, the University of Georgia

The Board approved the request of President Charles B. Knapp that the University of Georgia be authorized to offer a major in Environmental Health Science under the existing Master of Science degree, effective immediately.

Emerging environmental health trends signal an expanding need for professionals trained at the graduate level. The inability to meet the student demand for graduate education in environmental health has resulted in a human resource drain in Georgia. Because no

other MS degree program in environmental health exists in Georgia, residents desiring this degree, including those already employed by Georgia firms, must leave the state at considerable expense. Establishing this graduate program will provide young professionals trained to assume leadership roles in addressing today's issues. The strengthened research program will help provide answers to health hazards from new technologies, and continue the effort to evaluate and control existing health hazards.

Development of the graduate program will also provide benefits to industry and governmental agencies through a graduate internship program. The Bureau of Health Professions of the U.S. Department of Health and Human Services is currently developing standards and competencies for environmental health and protection graduate internships. The University of Georgia is the ideal location for a graduate program in environmental health science. Immediate to campus and augmenting the program's research and instructional effort is the U.S. Environmental Protection Agency Region IV Office of Research and Development, and the Richard Russell U.S.D.A. Research Center; within a reasonable distance are other federal and state agencies concerned with environmental issues.

The objectives of the MS program in Environmental Health Science are to:

- provide scholarship and research skills in environmental health obtainable at the master's degree level;
- prepare environmental health graduates for leadership roles in research, teaching and policy-making in industry, agriculture, educational institutions, and governmental agencies;
- strengthen and develop research and graduate education in environmental health to attract quality students, grant support, and high quality faculty;

- strengthen and develop opportunities for collaborative research with faculty in the College of Agricultural and Environmental Sciences, the University and other institutions; and
- develop a nationally recognized environmental health research and graduate education programs at the University of Georgia.

The MS program will be based in the “Environmental Health Science Program of the Department of Food Science and Technology in the College of Agricultural and Environmental Sciences. Overall program responsibility will rest with the Environmental Health Science Program Coordinator who will report to the head of the Food Science and Technology Department.

The existing environmental health faculty, with support from several faculty from closely related departments, will establish a strong educational and research program without adding faculty positions. The faculty represent a broad range of expertise within the environmental health field, and hold national reputations for their contributions in research, education and professional activities.

The physical facilities needed to establish the program are in place. The Environmental Health Science Program has ample office, classroom, and research laboratory space within the Dairy Science and Food Science Buildings. Laboratories are equipped with the necessary items to conduct microbiological, chemical and toxicological research projects. No major equipment or building additions are needed.

Students pursuing the MS in Environmental Health Science will plan an approved program of study in consultation with an advisory committee comprised of three faculty members including the major professor. Each student will complete a minimum of 40 quarter credit hours of formal course work beyond the bachelor’s degree. A minimum of five hours of thesis and 15 hours of elective courses must be included in the program of study. The following is a sample program of study that would be followed by a representative student:

Course		Credit Hours
EHS 601	Pro-seminar in Environmental Health	1
EHS 815	Environmental Health Seminar	1
EHS 840	Environmental Policy	3
EHS 851	Environmental Risk Assessment and Communication	5
EHS 892	Toxicology of Agricultural and Industrial Chemicals in the Environment	5
EHS 730M	Master’s Thesis	5
BCH 610	General Biochemistry	5
STA 621	Statistical Methods	5

The undergraduate Environmental Health Science curriculum is well known nationally and is one of only twenty-two programs in the national fully accredited by the National Environmental Health Science and Protection Accreditation Council. The faculty will

seek accreditation for the graduate program as well.

The University will limit the graduate enrollment to 12-15 students initially. The limit on graduate enrollment will be raised as additional faculty are added to the program. Students who graduate from the University's strong, nationally recognized undergraduate program represent an excellent pool of high quality candidates for the graduate program.

The Environmental Health Science program recognizes the need for minority environmental health professionals and is pursuing ways to actively recruit minority students. Recent efforts include submitting a grant to fund full scholarships for five African American students majoring in Environmental Health Science. However, the masters program will be open to all qualified persons regardless of race, color, religion, national origin, sex, age, or physical disability.

The new program will be established through reassignment of internal resources currently allocated and through federal and private sources of grant funds. No new state allocations are required.

In 1999, the Office of Academic Affairs will re-examine this program in terms of quality, budget, support, and enrollment, and report to the Board at that time.

4. Establish an Education Specialist Degree Program in School Counseling, Columbus College

The Board approved the request of President Frank D. Brown that Columbus College be authorized to offer the Education Specialist Degree Program in School Counseling, effective immediately.

Abstract. The proposed Educational Specialist Degree Program in School Counseling is targeted for school counselors who aspire to advance into leadership and supervisory positions in elementary, middle, and secondary schools. The program consists of a minimum of 45 quarter hours beyond the master's degree, with 25 hours of required courses and 20 quarter hours of electives to fit the student's background and career objectives. The program includes a five hour practicum and emphasis on action research skills. A unique feature of this program is inclusion of an area of concentration in family counseling.

Objectives: To provide advanced education in planning a comprehensive guidance program; to enhance skills in individual counseling and group process; to increase proficiencies in testing and appraisal; to enhance consultation skills with teachers, parents, administrators and community members; to increase skills in referral and resource management; and to develop more advanced knowledge of problem-solving strategies and program evaluation. In contrast to the master's program in school counseling, which focuses on skills development, the specialist program emphasizes program design and implementation.

Curriculum: The program consists of two basic components: studies in the major field of specialization and supporting work designed to reinforce and strengthen the major field.

Need: School counselors help students to build both personal and social competency that complements their academic achievement. Counselors act as a bridge between teachers and parents, schools and social service agencies, families and children. Counselors with more specialized education work to prevent problems before they become crises; teach children coping strategies; intervene quickly to correct problems and prevent their escalation; and provide crisis intervention when needed.

There is both a national and state shortage of school counselors. In Georgia, school counseling is one of the “critical needs” areas in the HOPE teacher scholarship program. Nationally, 33 states report a need for more school counselors (Counselor Education and Supervision, 1989). According to the American School Counseling Association (1994), in the next ten years a great percentage of all school counselors will retire. Nationally, between 1977 and 1983, the number of schools of education that offered programs in school counseling dropped from 90% to 46% (this reflects a growing preference among those interested in counseling to practice in agencies).

In Georgia education specialist degree programs in school counseling are available at Augusta College, Georgia Southern University, Georgia State University, the University of Georgia, Valdosta State University and West Georgia College.

Projected Enrollment: The program will begin in FY 97 with a projected enrollment of 10 students during the first year, 15 in the second, and 25 in the third.

Priority: Columbus College has placed the Education Specialist Degree Program in School Counseling high on its list of priorities. Within the School of Education’s strategic plan, the program is one of two top priorities.

Funding: Columbus College has redirected funds internally to support this program, at the levels of the department, school, and college. Another faculty position is targeted for this program through internal redirection in FY 98. Start-up costs for the program will also be covered through internal redirection.

CURRICULUM FOR EDUCATION SPECIALIST IN SCHOOL COUNSELING

A. Professional studies (15 quarter hours)

Required: (10 quarter hours)

CPS 836	Advanced Theory and Behavior Applications (5)
EDU 735	Applied Educational Research (5)
Select One: (5 quarter hours)	
CPS 837	Family Therapy Process and Practice (5) or
EDA 605	Academic Program Administration and Supervision (5) or
EDA 605	History of Educational Ideas (5) or
EDU 627	Human Learning Theories

B. Teaching Field/Major: (10 quarter hours)

CPS 798	Internship (5)
CPS 876	Ethics and Professional Issues (5)

C. Electives: (20 quarter hours)

CPS 605	Career Development Counseling (5)
CPS 699	Directed Independent Study (5)
CPS 725	Psychopathological Diagnosis (5)
CPS 750	Psychological Aspects of Drug Abuse (5)
CPS 825	Advanced Developmental Theories of Cognition and Intellect (5)
CPS 827	Advanced Developmental Theories of Personality and Socialization (5)
CPS 836	Advanced Theory and Behavior Applications (5)
CPS 837	Family Therapy Process and Practice (5)
CPS 839	Advanced Techniques in Marriage and Family Therapy (5)
CPS 842	Systematic Psychological Helping Skills II (5)
CPS 843	Systematic Psychological Helping Skills III (5)
CPS 846	Marriage and Family Assessment (5)
CPS 852	Marriage Systems Theory (5)

Suggested Electives:

With the approval of the advisor, additional electives may be selected from graduate courses now being taught at Columbus College.

In 1999, the Office of Academic Affairs will re-examine this program in terms of quality, budget, support, and enrollment, and report back to the Board at that time.

5. Establish a Major in Computer Science under the existing Doctor of Philosophy Degree, the University of Georgia

The Board approved the request of President Charles B. Knapp that the University of Georgia be authorized to establish a major in Computer Science under the existing Doctor of Philosophy Degree, effective immediately.

The objectives of this program are:

- to provide students with training in the theory, methodology, and techniques of Computer Science;
- to strengthen programs of instruction and research in Computer Science to be commensurate with the University role as a leading research institution;
- to attract and retain outstanding students of Computer Science;
- to attract and retain outstanding students of Computer Science;
- and, to broaden and strengthen the activities of the Computer Science Department through research and service collaboration with other departments.

The new Ph.D. Program will have two main purposes:

(1) *To prepare students to be practitioners of computer science and fill industry research and development positions.* The University will emphasize its strength in large scale distributed information systems and other applied areas, as well as past collaborations

with successful applied programs on the UGA campus such as business, chemistry, genetics, mathematics, physics, and statistics. For example, within the field of medical/biological applications of computer technology, ongoing programs within the department include: radiological image processing, parallel processing and algorithms for molecular modeling/DNA sequence analysis, telemedicine, medical information systems, genome databases, and genetics work stations.

(2) *To prepare students to be successful teachers of computer science at colleges whose primary mission is teaching (as opposed to research).* The University will seek to attract students holding the Master's degree in Computer Science who are currently employed in two-year and smaller four-year institutions within the state. Through their doctoral studies these students will become broadly knowledgeable in Computer Science so that they can provide leadership at their institutions in curriculum design and development.

The curriculum impact of the proposed degree will be to introduce additional advanced courses in computer science. Already, eight new courses have been developed for the beginning phases of this degree proposal. The additional courses will benefit not only students in the proposed Ph.D. program, but will also be open to students in the Master of Applied Mathematical Science and Master of Science degree programs, and to graduate students in other programs across campus.

The faculty impact of the proposed program will be positive in terms of professional development. The Computer Science department faculty are largely junior-level, research-oriented people who will devote much time and effort to the students in this program, to the mutual benefit of students and faculty. No additional faculty will be required specifically to begin the proposed program. However the department's development plan calls for a number of new positions over the next few years. As recruiting opportunities present themselves, faculty will be recruited who will benefit this program as well as the other instructional, research, and service activities of the department of Computer Science.

The facilities required by the proposed Ph.D. in Computer Science will be those generally available to the department's students. This assumes that these facilities will continue to grow and be upgraded as they have been for the past five years, as is called for in the department's development plan.

Much of the cost for this program has already been expended as part of a general upgrading of the department's facilities and faculty. Additional funds are being reallocated within the Department and others have been committed by the Franklin College of Arts and Sciences. Since the program will be small and can take advantage of existing infrastructure, it can be started with a minimal increment in resources.

The proposed program will provide an additional, attractive educational option for minority individuals in Georgia, and thus is expected to have a positive desegregation impact for the University. Qualified women and minorities will be encouraged to participate both as degree earning students and as faculty members. Additionally, it will strengthen the University's ability to attract well-prepared minority students to the undergraduate and masters programs in Computer Science.

Enrollment in this program is projected to be a maximum of 20 persons, with 5 being accepted and 5 graduating each year. There is a strong demand for high-quality Computer Science doctoral graduates, but competition from industry makes well-prepared students difficult to retain in Ph.D. programs. The University believes that it will be able to attract high-quality students to this program.

In 1999, the Office of Academic Affairs will re-examine this program in terms of quality, budget, support, and enrollment, and report back to the Board at that time. Similar follow-up reviews will be implemented for all new degree programs approved within the System.

6. Discontinuation of Degree Programs from the College of Education, Georgia Southern University

The Board approved the request of President Nicholas L. Henry that Georgia Southern University be authorized to discontinue the following degree programs effective immediately:

- A.A.S. Education
- M.Ed. Home Economics
- M.S. For Teachers with majors in:
 - Art
 - Business Education
 - English
 - Home Economics
 - Mathematics
 - Music
 - Health & Physical Education
 - Science
 - Social Science

All students currently enrolled will be allowed to complete their programs of study. No new students will be admitted.

Discontinuance of these programs will have no effect on the current and future assignment of faculty in the department. The programs are recommended for discontinuance because of low enrollment and low graduation rates during the last five years.

7. Termination of the Department of Nursing Administration, Medical College of Georgia

The Board approved the request of President Francis J. Tedesco that the Department of Nursing Administration in the School of Nursing be eliminated, effective July 1996.

Enrollment in Nursing Administration has been consistently low for several years. Further, the national trend in graduate nursing education is to move away from administration toward advanced practice in clinical nursing. Presently there are no students enrolled in Nursing Administration. Courses needed by other students that were offered in Nursing Administration will still be offered through the Ph.D. and M.S.N. Programs. Existing faculty will continue to teach where they are needed within the undergraduate curriculum. The department chair has been given ample notice of the pending organizational change and has been accommodated within the teaching ranks.

8. Conferring of Emeritus Titles. 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 date indicated:

- (a) **ARMSTRONG STATE COLLEGE**

Ms. Mooneyan S. Brower, Associate Professor of Biology, Emerita, Department of Biology, School of Arts and Sciences, effective September 1, 1996.

Mr. John Findeis, Assistant Professor of Mathematics and Computer Science, Emeritus, Department of Mathematics & Computer Science, School of Arts and Sciences, effective September 1, 1996.

Dr. Robert Ingram Strozier, Professor of English, Emeritus, Department of Languages, Literature & Dramatic Arts, School of Arts and Sciences, effective September 1, 1996.

Dr. Clarke Stewart Worthington, Professor of Psychology, Emeritus, Division of Social and Behavioral Sciences, School of Arts and Sciences, effective September 1, 1996.

(b) **AUGUSTA COLLEGE**

Dr. Edward J. Cashin, Professor Emeritus of History, Chair Emeritus/Depart. Of History and Anthropology, Department of History & Anthropology, School of Arts & Sciences, effective July 1, 1996.

(c) **GEORGIA SOUTHERN UNIVERSITY**

Dr. Martha A. Coleman, Professor Emerita of Nursing, Department of Nursing, College of Health & Professional Studies, effective April 1, 1996.

Dr. Susan J. Darrell, Assistant Professor Emerita of Family and Consumer Sciences, Department of Family and Consumer Sciences, College of Health & Professional Studies, effective April 1, 1996.

Dr. Patricia Ann Lacerva, Associate Professor Emerita of English, Department of English & Philosophy, College of Liberal Arts & Social Sciences, effective April 1, 1996.

Dr. C. Charlton Moseley, Emeritus Professor of History, Department of History, College of Liberal Arts & Social Sciences, effective April 1, 1996.

Dr. Doris P. Pearce, Associate Professor Emerita of Family and Consumer Sciences, Department of Family and Consumer Sciences, College of Health & Professional Studies, effective April 1, 1996.

Ms. Sandra C. Rabitsch, Assistant Professor Emerita of English, Department of English & Philosophy, College of Liberal Arts & Social sciences, effective April 1, 1996.

Dr. R. Frank Saunders, Emeritus Professor of History Department of History, College of Liberal Arts & social Sciences, effective April 1, 1996.

Dr. William R. Spieth, Professor Emeritus of Kinesiology, Department of Kinesiology, College of Health & Professional Studies, effective April 1, 1996.

Mr. Richard J. Waugh, Associate Professor Emeritus of Justice Studies, Department of Political Science, College of Liberal Arts & Social Sciences, effective April 1, 1996.

(d) **GEORGIA STATE UNIVERSITY**

Ms. Janice T. Astin, Assistant Professor Emerita of Mathematics, Department of Mathematics & Computer Science, College of Arts & Sciences, effective July 1, 1996.

Dr. Gerald H. Davis, Professor Emeritus of History, Department of History, College of Arts & Sciences, effective July 1, 1996.

Dr. Harold D. Dickerson, Associate Professor Emeritus of German, School of Modern and Classical Languages, College of Arts & Sciences, effective July 1, 1996.

Dr. Richard A. Firda, Professor Emeritus of German, Department of Modern and Classical Languages, College of Arts & Sciences, effective July 1, 1996.

Dr. Frances L. Harrold, Associate Professor Emerita of History, Department of History, College of Arts & Sciences, effective July 1, 1996.

Dr. David M. Laushey, Associate Professor Emeritus of History, Department of History, College of Arts & Sciences, effective July 1, 1996.

Dr. Roy E. Worth, Associate Professor Emeritus of Mathematics, Department of Mathematics & Computer Science, College of Arts & Sciences, effective July 1, 1996.

(e) **NORTH GEORGIA COLLEGE**

Dr. James Clayton Parks, Professor of Psychology Emeritus, Department of Psychology, effective April 1, 1996.

Dr. Judith N. True, Professor of Education Emerita, Department of Education, effective April 1, 1996.

(f) **SOUTHERN COLLEGE OF TECHNOLOGY**

Mr. David M. Bennett, Professor Emeritus, Civil Engineering Technology, Department of Civil Engineering Technology, School of Technology, effective March 13, 1996.

(g) **THE UNIVERSITY OF GEORGIA**

Dr. James R. Okey, Professor Emeritus, School of Professional Studies - Department of Instructional Technology, College of Education, effective March 1, 1996.

(h) **WEST GEORGIA COLLEGE**

Dr. Richard Albert Folk, Associate Professor of History & Director of Budget and Research Services Emeritus, Department of History, School of Arts & Sciences, effective January 1, 1996.

11. **Change of Faculty Tenure Status**

(a) **GEORGIA STATE UNIVERSITY**

Dr. Ian C. Fletcher, Assistant Professor, Department of History, College of Arts & Sciences, *on Tenure Track Date*, effective September 1, 1991.

Dr. Jonathan R. Herman, Assistant Professor, Department of Philosophy, college of Arts & Sciences, *Two Years Probationary Credit Towards Tenure*, effective September 9, 1996.

(b) **MEDICAL COLLEGE OF GEORGIA**

Dr. Gerald A. Laurich, Assistant Professor, Department of Medical Technology, School of Allied Health Sciences, *from tenure track to non-tenure track*, effective March 14, 1996.

(c) **THE UNIVERSITY OF GEORGIA**

Dr. Maryanne Alabanza Akers, Assistant Professor, Institute for Community & Area Development, Vice President for Service, *from non-tenure to tenure track*, effective April 1, 1996.

Dr. Ronald Keith Chesser, Professor, Department of Genetics, Franklin College of Arts and Sciences, *from non-tenure track to tenure track*, effective March 14, 1996.

12. Appointment of Faculty and Leaves of Absence. The Board approved the appointment of faculty members at the salaries and for the period recommended at the following institutions: Armstrong State College, Columbus College, DeKalb College, Gainesville College, Georgia College, Georgia Institute of Technology, Georgia Southern University, Georgia State University, Kennesaw State College, Medical College of Georgia, North Georgia College, and the University of Georgia. These appointments and leaves of absence were recommended by the presidents of the institutions subsequent to the last regular meeting of the Board on February 13-14, 1996. The recommendations were found by the Chancellor and his staff to be in order. A list of these appointments and leaves of absence is on file in the office of the Senior Vice Chancellor for Academic Affairs of the Board of Regents.

13. Appointment of Faculty Members Previously Retired from the University System. The Board approved the part-time appointments of faculty members previously retired from the University System. The appointments were recommended by Chancellor Portch and Presidents Prater, Henry, Patton, Knapp and Bailey, as follows:

(a) **FORT VALLEY STATE COLLEGE**

Mr. Julius C. Simmons, Counselor, Department of Developmental Studies, for period January 3, 1996-June 12, 1996.

Mr. J. C. Hill, Jr., Assistant Professor, Department of English, School of Arts and Sciences, for period December 8, 1995-June 12, 1996.

(b) **GEORGIA SOUTHERN UNIVERSITY**

Dr. Martha A. Coleman, Professor Emeritus, Department of Nursing, College of Health & Professional Studies, for period April 1, 1996-1996-June 30, 1996.

(c) **GEORGIA STATE UNIVERSITY**

Mr. Oswald H. Cant, Programmer III, for period March 1, 1996-August 30, 1996.

(d) **THE UNIVERSITY OF GEORGIA**

Dr. Warren Kendall Agee, *over seventy years of age and retired*, Professor Emeritus, College of Journalism & Mass Communications, for period January 4, 1996-March 21, 1996.

Mr. William Eugene Beery, Associate Professor Emeritus, Vice President for Research, for period February 10, 1995-June 30, 1995.

Dr. Robert Elliott Carver, Professor Emeritus, School of Forest Resources, for period August 14, 1996-November 16, 1996.

Dr. Earl Edward Fales, Assistant Professor, Vice President for Student Affairs, for period March 1, 1995-June 16, 1995.

Ms. Margaret Mims Johnston, Instructor, College of Journalism & Mass Communications, for period January 4, 1996-March 21, 1996.

Dr. John Edward McCormack, Professor, Department of Large Animal Medicine, College of Veterinary Medicine, for period April 1, 1996-June 30, 1996.

(e) **VALDOSTA STATE UNIVERSITY**

Ms. Grace D. Jones, Clerk I, for period February 15, 1996-June 30, 1996.

15. The **COMMITTEE ON EDUCATION** reported through its Chairman that the individuals listed below had filed applications for review of decisions made by the presidents of their respective institutions, as authorized by Article IX of the Bylaws of the Board. After careful consideration, discussion, and upon the recommendation of the Committee on Education and the Associate Vice Chancellor for Legal Affairs, with motion properly made, variously seconded and unanimously adopted, the Board made the following decisions:

1. Albany State College: Ms. Verma Jean Young, concerning her application for review of her readmittance for Winter Quarter 96. After investigation, review and careful consideration, the Board denied this application for review.
2. Albany State College: Dr. Sandy Cohen, concerning his application for review of his salary After investigation, review and careful consideration, the Board continued this application for review.
3. Georgia Southern University: Mr. Mark V. Williams, concerning his application for review of his in-state tuition status. After investigation, review and careful consideration, the Board denied this application for review.
4. Southern College of Technology: Ms. Mary Carnes Gunn, concerning her application for review of her compensation for 1995/1996. After investigation, review and careful consideration, the Board continued this application for review.
5. Abraham Baldwin Agricultural College: Mr. Danny L. Hampton, concerning his application for review of his employment status. After investigation, review and careful consideration, the Board denied this application for review.
6. The Georgia Institute of Technology: Ms. Amy Schack, concerning her application for review of her in-state tuition status. After investigation, review and careful consideration, the Board denied this application for review.
7. The University of Georgia Agricultural and Environmental Sciences College: Mr. Yeong-Tong Wu, concerning his application for review of his transfer/application within graduate school. After investigation, review and careful consideration, the Board continued this application for review.
8. Georgia College: Ms. Mildred Thompson Day, concerning her application for review of the elimination of her position. After investigation, review and careful consideration, the Board denied this application for review.
9. Medical College of Georgia: Ms. Quinong Zhu, concerning her application for review of his request for transfer to Master Science Program and Waiver of Comprehensive Ph.D. Examination. After investigation, review and careful consideration, the Board denied this application for review.
10. Fort Valley State College: Mr. Anthony Hooper, concerning his application for review of the disallowing of the recording of his CPE score. After investigation, review and careful consideration, the Board remanded this application for review to the President with instructions that Mr. Hooper be allowed to retake the examination in question.
11. Albany State College: Ms. Joann Bell, concerning her application for review of her suspension. After investigation, review and careful consideration, the Board denied this application for review.
12. Board of Regents: Ms. Teresa Finley, concerning her application for review of a waiver of the Board of Regents examination. After investigation, review and careful consideration, the Board denied this application for review.
13. Southern Institute of Technology: Ms. Martha G. Orr, concerning the termination of her employment. After investigation, review and careful consideration, the Board denied this application for review.

Comment

Chairman Baranco commented that a number of institutions are submitting

programs to the Board to be considered for termination as they are no longer viable. The Chairman commended the Education Committee and Regent Bill Clark (Chair) for their efforts in this regard.

Report of Committee on Finance and Business Operations

The **COMMITTEE ON FINANCE AND BUSINESS OPERATIONS** met on February 13, 1996, with the following members present: Regents Cannestra (Chair), Coleman (Vice Chair), Allgood, Jones, Leebern and Turner. Regent Anderson was absent. After discussion and upon the recommendations of the Chancellor and Committee on Finance and Business Operations, by motion of Regent Coleman, variously seconded and unanimously adopted, the Board approved and authorized the following:

1. Approval of Amendments to Fiscal Year 1996 Budget

The Board of Regents approved the consolidated amendments to the Fiscal Year 1996 Budget of the University System of Georgia as displayed in Appendix I, which is on file in the office of the Senior Vice Chancellor for Capital Resources/Treasurer.

Committee Chairman Cannestra recommended that the Regents' staff present a budget plan with all funds included and that guidelines be established for shifts between major budget categories. These guidelines should be in place for the next fiscal year (Fiscal Year 1997).

Committee Chairman Cannestra asked that a capital budget be prepared each year for the approval of the Board of Regents which projects all revenue sources and their anticipated utilization.

2. Kennesaw State College: Increase in Fee for the MBA for Experienced Professionals Program

The Board authorized Kennesaw State College to increase its fee for the MBA for experienced Professionals program from \$19,500 to \$21,375, effective with the next cohort to begin the program in September, 1996. The \$21,375 fee is for the entire eighteen month program, covering six quarters, and will be paid in six installments of \$3,416.67, with an \$875 non-refundable advanced payment. Before the program was approved in 1992, Kennesaw State's understanding was that the fee differential between its program and Georgia State's would be comparable in terms of percentage to the differential that exists between the tuition rates of the two institutions. The proposed increase complies with that expectation.

The above fee covers the cost of the student's tuition, activity fee, athletic fee, textbooks and other teaching materials, loaned computer, computer software, parking, meals while the student is on campus, and the costs of an off-campus retreat and a trip to meet with corporate leadership. The fees will also pay for the administration, promotion, and development of the trip.

Report of Committee on Buildings and Grounds

The **COMMITTEE ON BUILDINGS AND GROUNDS** met on March 12, 1996, with the following members present: Regents Jones (Chairman), Allgood, Cannestra, Coleman, Leebern and Turner. Regent Anderson (Vice Chairman) was absent. The Committee, through its Chair, reported that in separate letters to Chancellor Portch, the presidents of the several institutions of the University System listed below submitted eleven items for approval by the Board.

After discussion of these items, and upon the recommendations of the Chancellor and the Committee on Buildings and Grounds, with motion by Regent Jones, variously seconded, and unanimously adopted, the Board approved and authorized Items 2 and 4 through 10, as follows:

Old Business

1. Information Item: Albany State Report

It was reported that the Committee on Buildings and Grounds had received, from Director of Facilities Planning Linda Daniels, a report on the status of the Albany State College Flood Recovery effort.

2. Brunswick College - Camden Center

The Board approved the acceptance of the gift of property for the Camden Residence Center. This item was approved tentatively in November 1995, pending the meeting of eight conditions. These eight conditions have been met.

3. Information Item: Georgia State University North Metro-New Site Search

It was reported that the Committee on Buildings and Grounds had received a report on a search being conducted to provide Georgia State University with a new site for the North Metro Center.

New Business

4. Approval of Construction Managers, the University System of Georgia

The Board ratified the selection of Winter Construction Company as the Construction Manager for "ADA Improvements," Georgia Institute of Technology.

Further: The Board approved J. M. Wilkerson Construction Co., Inc. as the Construction Manager for "Computational Chemistry Building," The University of Georgia.

- The Board at its February 13-14, 1996 meeting authorized the Senior Vice Chancellor for Capital Resources to award a contract to the selected Construction Manager for "ADA Improvements" (\$1,600,000) with this action being ratified at the March 1996 Board meeting.

- "Computational Chemistry Building," The University of Georgia, was authorized by the Board with a construction cost of \$3,115,000.

- Construction managers for six of the nine projects were approved at the December 1995, January 1996, and February 1996 meetings. The above construction manager selections have been completed since the February 1996 meeting, leaving the remainder for approval at the April 1996 meeting.

- The construction manager selection process is a qualifications and fee-based approach that takes into consideration the firm's experience and qualifications and fee.

5. Authorization of Project "Center for Sports Medicine," Medical College of Georgia

The Board authorized project "Center for Sports Medicine," Medical College of Georgia, with a total project budget of \$1,968,500.

- In a letter dated January 5, 1996, the Medical College of Georgia requested authorization of the renovation (1,800 s.f.) and expansion of Building FC (9,270 s.f.) for a total of 11,070 square feet to accommodate the centralization of the Center for Sports Medicine and the expansion of rehabilitation services.

- The total project cost is \$1,968,500 and the estimated construction cost is \$1,700,000 (\$153.57 per square foot). The project includes examination areas, X-ray and laboratories, therapy space and rehabilitation facilities.

- Funding for this project is from the Medical College of Georgia Operating Budget (patient fees).

- Rehabilitation services are currently housed in 1,800 square feet of Building FC. This space is inadequate to evaluate and treat an average of 640 patients currently seen on a monthly basis.

- Clinical services are presently located in the Orthopedic Practice site of the Ambulatory Care Center Building. These services will be transferred to Building FC. The centralization of outpatient services will enhance the multi-disciplinary approach to patient care and provide space for patient family conferences, staff teaching programs and research projects.

- Upon Board authorization of the project, the staff will proceed with the selection of an architectural firm in conjunction with the Medical College of Georgia.

6. Authorization of Project "Renovation of Facilities for ADA Compliance," Medical College of Georgia

The Board authorized project "Renovation of Facilities for ADA Compliance," Medical College of Georgia, with a total project budget of \$1,474,000.

- In a letter dated January 5, 1996, the Medical College of Georgia requested authorization of the renovation of Talmadge, Sydenstricker and Ambulatory Care Center/Specialized Care Center Buildings to bring them into compliance with the Americans with Disabilities Act (ADA).

- The renovations include ramps, restroom modifications, elevators, signage and patient room modifications.

- The renovations have been identified in a 1992 survey by the Deventer Group, an Atlanta consulting group specializing in ADA compliance.

- The total project cost is \$1,474,000 and the estimated construction cost is \$1,350,000.

- Funding for this project is from the Medical College of Georgia Hospital and Clinics Operating Budget (patient fees).
- Design of the project is being done by the Medical College of Georgia Facilities staff.

7. Disposition of Interest in Property, North Georgia College

The Board declared the interest in approximately 0.29 acres of land located on Briarcliff Road, Atlanta, Georgia no longer advantageously useful to North Georgia College or other units of the University System of Georgia but only to the extent and for the purpose of allowing any interest in this property to be quitclaimed for the benefit of North Georgia College and the University System of Georgia.

Further: The Board authorized any interest in the above property to be quitclaimed to Plant Improvement Company, Inc. for \$2,500.

Further: The legal details of the above transaction will be handled by the office of the Attorney General.

- Plant Improvement Company, Inc. possesses a deed indicating title to approximately 8.31 acres of property that includes a cemetery (0.13 acres) and an alley (0.16 acres).
- Recorded deeds indicate that title to the cemetery and alley may be in the estate of Carlos Dolos Jones and Dora Ann Akin Jones and also to Plant Improvement Company, Inc.
- The Board at the December 9, 1970 meeting authorized acceptance of a bequest from the estates of Carols Dolos Jones and Dora Ann Akin Jones.
- The Worthing Company desires to acquire the property from Plant Improvement Company, Inc. and therefore would like to clear title.
- The Board of Regents' interest in the estate is an equal 1/7 interest in fifty percent of the assets of the estate.
- The Worthing Company has offered \$2,500 to the Board of Regents for any interest that the Board of Regents may have in the property based on their valuation of the alley (\$220,000/acre for fee simple interest in the alley).
- This dilemma can be resolved by quitclaiming both the alley and the cemetery for the \$2,500.

8. Sale of Pace House, Middle Georgia College

The Board declared approximately 0.51 acres of land located at 406 Beech Street, Cochran, Georgia, known as The Pace House, to be no longer advantageously useful to

Middle Georgia College or other units of the University System of Georgia, but only to the extent and for the purpose of allowing the sale of this property for the benefit of Middle Georgia College and the University System of Georgia.

Further: The Board authorized conveyance of the above property through negotiated sale provided that the bid received is equal to or greater than the average of three appraisals made of the property.

Further: The legal details of the above transaction will be handled by the Office of the Attorney General.

- The Board, in August, 1974, accepted the donation of The Pace House.
- The Pace House was home to Palemon H. King, the first president of New Ebenezer College (forerunner to Middle Georgia College) during the years 1886 through 1889.
- The property has not been used at all for over five years.
- The property is improved with a two-story frame house (approximately 2,600 s.f.) built in 1876. The house has no utilities connected to it. The property is one mile from the campus of Middle Georgia College.
- Middle Georgia College desires to sell The Pace House so that further maintenance and repair costs will not be incurred.

9. Information Item: Report on Campus Architects/Engineers

The Board directed the Central Office staff to complete work on the initial six campuses for the Property Inventory System (including all remote property and foundation property). After this is complete, the staff will consult the Committee on the next set of eight campuses.

10. The University of Georgia: Acquisition of Tanner Property

The Board authorized revised terms for negotiation of the acquisition of the Tanner property for the University of Georgia within the terms outlined in executive session; and if negotiation is unsuccessful, the Board then authorized acquisition by eminent domain. (This item was added by unanimous consent).

Report of Committee on Research and Extension

The **COMMITTEE ON RESEARCH AND EXTENSION** met on March 12, 1996, with the following members present: Regents Hand (Chair), Dahlberg, John H. Clark, S. William Clark, Jr., McMillan and Rhodes. Regent Elson was absent. The Chair, Regent Hand, reported that Item No. 1 involved 124 agreements for clinical research and that Item No. 2 involved 10 contracts with state agencies, for a total of \$1,357,850 in awards. Grants, contracts and gifts received by the various institutions for FY 95 for instruction, research and service at System institutions totaled \$428 million, which was an increase of almost 13% over FY 94. The universities received \$5.8 million in royalty income from intellectual properties in FY 95; this represents an 11% increase over FY 94. The Committee, through its Chair, reported that in separate letters to Chancellor Portch, the presidents of the several institutions of the University System listed below submitted items for approval by the Board. After discussion of these items, and upon the recommendations of the Chancellor and the Committee on Research and Extension, by motion of Regent Hand, seconded by Regent Cannestra, and unanimously adopted, the Board approved and authorized the following:

1. Information Item: Pursuant to authority granted by the Board at its meeting on February 7-8, 1984, the presidents of Augusta College, Darton College, Georgia College, Georgia State University, Kennesaw State College, Medical College of Georgia, North Georgia College, the University of Georgia, and West Georgia College executed 124 memoranda of understanding respecting affiliation of students for clinical training in the programs indicated.

2. Information Item: Pursuant to authority granted by the Board at its meeting on February 7-8, 1984, the presidents of Georgia State University, and University of Georgia executed 10 service agreements with the indicated agencies for the purposes and periods designated, with the institutions to receive payment as indicated.

3. Information Item: Grants, Contracts and Gifts Received by Institutions in the University System of Georgia for Instruction, Research and Service for the Fiscal Year 1995. The amount of royalty income received from intellectual properties is also presented.

A. Instruction, Research and Service-Related Funds Received

Much of the financial support for University System research, instruction, and service is derived from extramural sources. The number and dollar amounts for contracts and grants received by the institutions are listed on the following chart. **The total external support for these activities in all institutions equaled \$427,546,169, an increase of \$48,819,130 or 12.9 percent over FY 1994.**

Universities and Land Grant Institutions

<i>Institution</i>	<i>Research</i>	<i>Instruction/Service</i>	<i>Total</i>
Georgia Institute of Technology	\$ 167,106,910	\$ 18,681,102	\$ 185,788,012
Georgia State University	16,718,215	10,984,369	27,702,584
Medical College of Georgia	16,903,227	6,549,751	23,452,978
University of Georgia	110,048,534	33,651,499	143,700,033
Fort Valley State College	2,299,200	7,729,575	10,028,775
Universities/Land Grant Total	\$ 313,076,086	\$ 77,596,296	\$ 390,672,382

Regional Universities

<i>Institution</i>	<i>Research</i>	<i>Instruction/Service</i>	<i>Total</i>
Georgia Southern University	\$ 784,639	\$ 5,943,087	\$ 6,727,726
Valdosta State University	\$ 854,216	\$ 1,745,074	\$ 2,599,290
Regional University Total	\$ 1,638,855	\$ 7,688,161	\$ 9,327,016

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Senior Colleges

<i>Institution</i>	<i>Research</i>	<i>Instruction/Service</i>	<i>Total</i>
Albany State College	\$ 345,384	\$ 3,613,946	\$ 3,959,330
Armstrong State College	1,850	1,653,098	1,654,948
Augusta College	5,963	321,337	327,300
Clayton State College	0	1,613,557	1,613,557
Columbus College	15,444	2,643,448	2,658,892
Georgia College	20,938	2,552,814	2,573,752
Georgia Southwestern College	179,341	1,370,717	1,550,058
Kennesaw State College	71,663	1,790,885	1,862,548
North Georgia College	130,800	386,074	516,874
Savannah State College	462,684	2,638,714	3,101,398
Southern College of Technology	0	899,551	899,551
West Georgia College	340,378	970,103	1,310,481
Senior College Total	\$ 1,574,445	\$20,454,244	\$ 22,028,689

Two-Year Colleges

<i>Institution</i>	<i>Research</i>	<i>Instruction/Service</i>	<i>Total</i>
Abraham Baldwin Agricultural College	0	\$ 595,899	\$ 595,899
Atlanta Metropolitan College	0	0	0
Bainbridge College	0	992,322	992,322
Brunswick College	0	1,049,687	1,049,687
Dalton College	0	1,478,377	1,478,377
Darton College	0	242,493	242,493
DeKalb College	0	76,550	76,550
East Georgia College	0	6,450	6,450
Floyd College	0	167,503	167,503
Gainesville College	0	194,300	194,300
Gordon College	0	0	0
Macon College	0	5,294	5,294
Middle Georgia College	0	472,914	472,914
South Georgia College	0	198,468	198,468
Waycross College	37,825	0	37,825
Two-Year College Total	\$ 37,825	\$ 5,480,257	\$ 5,518,082

University System Total

<i>Institution</i>	<i>Research</i>	<i>Instruction/Service</i>	<i>Total</i>
Universities & Land Grant Institutions	\$ 313,076,086	\$ 77,596,296	\$ 390,672,382
Regional Universities	1,638,855	7,688,161	9,327,016
Senior Colleges	1,574,445	20,454,244	22,028,689
Two-Year Colleges	37,825	5,480,257	5,518,082
Total	\$ 316,327,211	\$ 111,218,958	\$ 427,546,169

B. Royalty Income

The following table presents the royalty income received from intellectual properties during the 1995 fiscal year. **The total income of \$5,821,004 represents an increase of \$595,610 or 11.4 percent over FY 1994.**

<i>Institution</i>	<i>Inventions</i>	<i>Computer Software</i>	<i>Copyrights</i>	<i>Total</i>
Georgia Institute of Technology	\$ 248,574	\$ 1,965,377	\$ 40,000	\$ 2,253,951
University of Georgia	2,822,690	18,950	0	2,841,640
Medical College of Georgia	29,933	451	0	30,384
Georgia State University	0	694,089	940	695,029
Total	\$ 3,101,197	\$ 2,678,867	\$ 40,940	\$ 5,821,004

4. Appointment of Research and Extension Staff: The Board approved eleven full-time research/scientists or engineers at the Georgia Institute of Technology and one full-time faculty member at The University of Georgia. The appointments were recommended by President Clough and President Knapp subsequent to the last meeting of the Board on February 13-14, 1996. The recommendations were found to be in order and are on file in the office of the Senior Vice Chancellor for Academic Affairs of the Board of Regents.

(a.) **GEORGIA INSTITUTE OF TECHNOLOGY**

Mr. Roderick A. Beard, Senior Research Engineer, Signatures Technology Laboratory, Georgia Tech Research Institute, effective March 1, 1996.

Dr. Junfu Jc Chen, Research Scientist II, Electro-Optics Environment and Materials Laboratory, Georgia Tech Research Institute, effective February 20, 1996.

Ms. Cathy L. Clark, Research Scientist II, Electro-Optics Environment and Materials Laboratory, Georgia Tech Research Institute, effective March 1, 1996.

Mr. Todd B. Johnson, Research Engineer II, Systems Development Laboratory, Georgia Tech Research Institute, effective March 14, 1996.

Mr. Robert A. Loebach, Research Engineer II, Sensors and Electromagnetic Applications Laboratory, Georgia Tech Research Institute, effective March 14, 1996.

Dr. Mark A. Richards, Principle Research Engineer, Sensors & Electromagnetic Applications Laboratory, Georgia Tech Research Institute, effective March 14, 1996.

Mr. William S. Rogers, Senior Research Engineer, Electronic Systems Laboratory, Georgia Tech Research Institute, effective March 14, 1996.

Mr. Paul A. Schlumper, Research Engineer II, Electro-Optics Environment & Materials Laboratory, Georgia Tech Research Institute, effective March 14, 1996.

Mr. Gerald W. Smith, Principle Research Engineer, Office of Enterprise Planning, Georgia Tech Research Institute, effective March 14, 1996.

Mr. J. Jay Smith, Research Scientist II, Information Technology & Communications Laboratory, Georgia Tech Research Institute, effective March 1, 1996.

Mr. Barry C. Sudduth, Research Engineer I, Office of Inter-Disciplinary Programs, effective November 1, 1995.

(b.) **UNIVERSITY OF GEORGIA**

Dr. Nancy P. Thompson, Public Service Assistant, Georgia Center for Continuing Education, Vice President for Service, effective July 1, 1996.

COMMITTEE ON ORGANIZATION AND LAW

Committee Chair Jenkins announced that the Committee on Organization and Law had met on Tuesday, March 12, 1996, for the purpose of discussing Regents' policy regarding conflicts of interest in financial transactions. The conflicts of interest provisions of the Georgia Code apply both to members of the Board of Regents and the Board's employees. The Code's

general rule is that neither members of the Board nor the Board's employees may transact business with the University System or any of its institutions, although the exceptions to this general rule are both numerous and complex.

The Committee recommended that the Board of Regents should enact a conflict-of-interest policy which should be based on a **common sense approach** to business transactions and which stresses **disclosure** of parties' financial interests or any actual or potential conflict of interest and encourages **fiscal controls** sufficient to ensure that business transactions remain at arms length. Toward this end, the Committee directed the Chancellor's staff to survey other systems of higher education to determine the best policies in the nation regarding the propriety of financial transactions.

Amendment of Board Committee Structure

The second item considered by the Committee concerned the Board's committee structure. Although the Committee did not submit recommendations at the time regarding specific committees to be eliminated or merged, the Committee approved the concept of reviewing the Board's committee structure in time to be effective on July 1, 1996.

Chairman Jenkins stated that the Committee hoped to have firm proposals regarding the above at the next Board meeting.

VISITATION COMMITTEE REPORT

Regent John H. Clark, Chair, reported that Visitation Reports documenting visits had been received from four Regents.

- Regent Cannestra reported that he had: (1) visited, on January 31st, with President Betty Siegel of Kennesaw State College; (2) attended, on February 2nd, the Southern Tech Foundation Board of Trustees Meeting and tour of the Garment Building; (3) met, on February 20th, with Mr. Jim Fleming at Kennesaw State College; and (4) met, on March 7th, with Senior Vice Chancellor James Muyskens at the Central Office in Atlanta.

- Regent Dahlberg reported that he had recently toured the Sapelo Center of the University of Georgia while visiting Sapelo Island with State officials.

- Regent Hand reported that: (1) on January 23rd, she had been guest speaker at the Albany-Dougherty YMCA Appreciation Banquet; (2) made a visit to Andrew College on February 5th; (3) had a teleconference with Senior Vice Chancellor J. Muyskens on February 12th; (4) chaired meetings of the Georgia Southwestern Presidential Search Committee on February 14th and 15th; (5) met with Regent and Mrs. Allgood for lunch in Albany and made a brief visit to Albany State College; (6) spoken to the Mitchell County Hospital Authority on February 26th; and (7) spoken to the Mitchell County Chapter 1 Parents, Teacher and Children on February 27th.

- Regent Jenkins reported that he had: (1) presented a lecture and participated in a panel discussion in a graduate class on environmental policy at the University of Georgia in February; and (2) visited Albany State College and surveyed the improvements there in February.

ANNOUNCEMENTS

On Wednesday, March 13, Chairman Baranco thanked Regent Hand for generously providing delicious pound cake for the enjoyment of all in attendance.

Additionally, on Wednesday, March 13, a new staff member in the Chancellor's Office, Ms. Debbie LePage, was introduced by Secretary Weber.

THE CHANCELLOR'S REPORT

Chancellor Stephen R. Portch reported that the last month had been a busy one under the Golden Dome for the University System of Georgia. He noted that final negotiations on the budget were ongoing. The Governor was continuing to give the System his vigorous personal support. The House and the Senate had been open to discussions of the importance of various budget items. The Chancellor told the Board that their Strategic Plan had been priceless. It helped to demonstrate that the System budget initiatives are interconnected and are part of a larger vision. In addition, the Presidents have been actively involved, speaking with one voice; the media has been supportive, too, with a number of recent superb editorials in support of the Board's initiatives; and many community leaders have lent their voices of support. Chancellor Portch noted that many Regents have paid visits and made calls, and he thanked them for their efforts. The Chancellor stated that the work would continue until the final gavel, which would either be Saturday (March 16) or the following week. The System might not get everything that is asked for, but, remarked the Chancellor, he was confident that the Legislature would provide the support necessary for maintaining the momentum to achieve "Access to Academic Excellence" in the next millennium.

Chancellor Portch declared that the University System's efforts had been aided immeasurably by the continued "Good News" across the System and across the nation. He remarked that the momentum was indeed palpable. The Chancellor continued by giving the assemblage a sampling of good news items:

Good News:

1. System institutions continue to be in the news. Graduate school rankings just released by U.S. News and World Report, rank Georgia Tech's College of Engineering one of the top 10 in the nation. The College's School of Industrial Engineering was again the top program of its kind in the country, and Tech's Aerospace Engineering program was ranked 5th nationally for the third consecutive year.

George State University ranked 10th in the nation for its Master of Business Administration program.

The University of Georgia's secondary education ranked 2nd and advertising ranked 5th.

2. Kennesaw State College student, Alicia Stevenson, was featured on the front page of The Miami Herald regarding the Georgia lottery and the HOPE program. The article read, "Two lotteries - two pay-offs. In Florida, the profits vanish into a vast chasm; in Georgia, the profits send any kid with a B (average) to college. The HOPE scholarship is very real for students in Georgia. Alicia says, 'every kid in Georgia knows college is an option for them.'" The Chancellor noted that Florida is now trying to backtrack and re-focus its lottery as a result of the HOPE scholarship program in Georgia.

3. Some interesting stuff can be picked upon the Internet these days. The Chancellor asked the assemblage to listen to an item regarding GALILEO from a librarian in New York:

"...I shall never think ill of the state of Georgia again! Such cooperation among campuses and state agencies is almost unimaginable in New York state. It makes me sick with envy, and convinced more than ever that no SUNY campus can or will ever be able to match this level of planning, purchasing, networking or service. Students should visit as many well-developed campuses and facilities as they can before they graduate, and not depend on their impressions of SUNY for any notion of what is possible and necessary."

Chancellor Portch commented that a lot of people read the Internet and comments like this could be helpful in recruiting faculty and administrative personnel.

4. The Medical College of Georgia's Physician Assistant Department, Class of 1995, had a pass rate of 100% on the National Commission on the Certified Physician Assistants' Examination.

5. The American Association of Community Colleges has awarded Atlanta Metropolitan College a grant from the National Endowment for the Humanities, the Community College Humanities Association and the Phi Theta Kappa International Honor Society. Atlanta Metro is one of 40 colleges nationwide and the only Georgia institution selected to participate in the "Exploring America's Communities: in Quest of Common Ground" project to bring cultural awareness to the community.

6. The work of Professor Leonard Poon at the University of Georgia's Gerontology Center, home of the nation's biggest study into the lives and lifestyles of centenarians, was the cover story of Parade Magazine's January 21 issue.

7. Philip Shapira, an Associate Professor of Georgia Tech's School of Public Policy, was awarded the "1996 Award for Outstanding Contribution to Industrial Extension" by the American Industrial Extension Alliance.

8. The Chancellor mentioned that he had received a nice note from a former Armstrong State faculty member, Lorie Roth, who is now teaching in California. She attended the January AAHE conference here in Atlanta and was quite impressed with what Georgia is doing for higher education. Ms. Roth said that she felt that the Board's Strategic Plan was allowing those people to realize some of their potential and that California was taking notice of this.

9. The Chancellor proudly announced that two of the Board's own, Regents Juanita Baranco and Elsie Hand, were among 25 Georgia women honored recently at the Capitol as "twenty-five for the twenty-first century." Having two of the 25 on the Board of Regents means that the University System is very well represented. The Chancellor offered congratulations to both Regents.

The Chancellor made special mention of the announcement by Total Systems that they intended to stay in Georgia and expand their workforce by several thousand. He noted that it was great to be in Columbus and hear the excitement and to hear how the System's new ICAPP program was a critical component in the decision. The Chancellor remarked that he also felt quite gratified to read the comments from the competition in Alabama that they could not match the customer orientation of Georgia's educational component. He pointed out that the Board's Vision Statement had, again, pointed the way. The Board's support to create Annie Hunt Burriss' position and their involvement in listening sessions with Chief Economic Officers all helped. Chancellor Portch acknowledged the great team effort by the University System's staff and the very creative group at Columbus College. He stated that he hoped that this would be only the beginning for the University System's involvement in adding high paying jobs throughout Georgia.

Chancellor Portch then announced that, as the Board was aware, he was involved in bringing on board Dr. Julius Scott as Interim President of Albany State College and in going to West Chester University as the final step in recommending Dr. Michael Hanes to the Board as the next President of Georgia Southwestern College. The Chancellor also noted that he had some other rich experiences such as his attendance at Walter Massey's inauguration at Morehouse College, participating in Mrs. Miller's annual Literacy Conference, presenting the keynote address to the College Board's Regional Conference, and chatting with the very supportive Editorial Board of the Atlanta Journal/Constitution.

The Chancellor said that modesty, of course, prevented him from mentioning that he had the first basket ever by a Chancellor in the Georgia Tech Coliseum at midnight in a basketball against the student leaders. History was made. Victory was the Runnin' Regents'. He noted that, most importantly, the student leaders and the staff had a terrific time.

Noting that the Olympics was marching ever closer, Chancellor Portch ended his report

with a special Olympic story:

This story was published recently in The Augusta Chronicle. Mr. Courmouzis, a resident of Athens, Greece, came to the Medical College of Georgia (MCG) for open heart surgery even though he had sworn that he would never set foot in Georgia. He was "destroyed and distraught" when he found out the Olympics had been given to Atlanta over Greece. His attitude changed, however, after looking at hospitals all over the world, including England, France and other U.S. Cities. He chose MCG because of the reputation of Cardiologist Christopher Stone. After the successful surgery on February 22, Mr. Courmouzis contacted The Augusta Chronicle and told them that even though he said, "I would never set foot in Georgia because Georgia broke my heart...Georgia actually mended it."

The Chancellor remarked that he hoped Mr. Courmouzis' heart would be just one of many touched by Georgia and the University System of Georgia during this special time in Georgia's and the System's history.

Chancellor Portch then asked Mr. Jimmie McEver, Student Advisory Council (SAC) President, to speak. Mr. McEver presented the Chancellor with an honorary SAC jersey.

Regent Dahlberg announced that the Chancellor's initiative for economic development had been very evident in the Intellectual Capital Partnership Program (ICAPP) which had recently helped to keep Total System Services Inc. in Columbus, Georgia - it was a clear bridging of the needs of the community with the capability of the System. Regent Dahlberg congratulated Chancellor Portch and his staff for their efforts in this regard. The Chancellor noted that the matter went back to the Strategic Plan which was established as part of the Board's Vision statement. He thanked the Board for their support of the creation of the position of Assistant Vice Chancellor, Development and Economic Services which was filled by Ms. Annie Hunt Burriss. Chancellor Portch noted that, without that member of the team, it would not have been possible for the University System to participate as fully in the Columbus project. The Chancellor also remarked that this was a terrific team effort and hoped it was the first of many. The salaries for these jobs would average \$32,000 per year, commented the Chancellor. Chairman Baranco also noted that economic development was one of the focus points of the Board. She announced that, in addition, Regent Coleman would be convening another summit meeting in the Statesboro area in April and that his efforts in this regard were appreciated.

NEW BUSINESS

Chairman Baranco stated that a number of System institutions are in the cycle for re-affirmation of their accreditation. As a part of that process, some Regents may be called upon to talk about governance issues. The Chairman suggested that those Regents contact Senior Vice Chancellor Jim Muyskens as a source of information in that area.

The Chairman also noted that it was nearing the time for commencement at many of the University System institutions. She stated that she had asked the Secretary to inform the institutions that many Regents would be willing to bring greetings to those commencement

exercises. She encouraged the Regents to participate in their area institutions' commencement ceremonies.

PETITIONS OR COMMUNICATIONS

Secretary Weber reminded all present that the April 9 and 10, 1996, meeting of the Board would be held at DeKalb College at the Central Campus. She remarked that later in the week the initial letter of invitation and information about the hotel would be sent out directly from DeKalb College to the Regents.

Regent Anderson then announced that he had an opportunity to attend the 13th Annual Energy Career Day & Student Recruitment Conference & 5th Scholarship Orientation Conference at Fort Valley State College. This conference received national recognition and was something that Regent Anderson recommended that every Regent should try to fit into their schedules. He also reported that Senior Vice Chancellor Arthur Dunning, as the keynote speaker, had given an inspiring talk. In addition, Chairman Baranco was awarded the platinum achievement award and she represented the Board well. Chairman Baranco stated that Regent Jones had attended the event, as well. She noted that it was heartwarming to see the national attention that one of the System's land grant institutions had received.

Chairman Baranco asked for a motion to recess the regular Board meeting and convene the Committee for as Committee of the Whole. By motion of Regent Coleman, seconded by Regent John Clark, and without objection, the Committee of the Whole was convened and the Chairman turned the meeting over to Regent Leebern, Chair of the Committee.

MEETING OF THE COMMITTEE ON PLANNING AND OVERSIGHT, MEETING AS COMMITTEE OF THE WHOLE

The Committee Chair, Regent Leebern, announced that there were three items on the Committee's agenda. Regent Leebern noted that two of these agenda items were progress reports - one on the System's International Education policy direction and the other on its Conflict or Alternative Dispute Resolution policy direction. The third item was an action item - the Board would vote on adopting the recommendations on implementing the Tuition policy direction.

Regent Leebern stated that the update on international education would be presented by President Edwin G. Speir, Jr. of Georgia College, the Chair of the Council on International Education, and by Dr. John Preston, the Executive Director of the Council on International Education. Mr. Scott Seydel, President of Seydel Companies, and Dr. Dan Papp, Executive Assistant to the President at Georgia Institute of Technology, also participated in sharing some of the exciting things being done with technology in this area.

1. Progress Report on International Education

Dr. John Preston stated that he was pleased to present a progress report on International Education to the Board and that the policy was approved by the Board one year ago. He noted that there had been considerable progress on the goals and outcomes of the International Education Policy direction and this was a reflection of the work of many people. Dr. Preston stated that a status report would be presented on the action taken by the Council on International Education toward the accomplishment of the international goals and outcomes. Dr. Preston asked President Speir to speak about the work of the Council and provide a list of future directions. President Speir would be followed by Mr. Seydel, a member of the Council and president of the Seydel Companies. Mr. Seydel would represent the business membership on the Council, and he would share the results of the survey that the business members had taken to identify the international competencies needed by graduates. Then, Dr. Preston would share a very succinct report on the status of the seven goals and outcomes. A demonstration would be provided on the global network in keeping with the goal to lead the way in technology in Georgia. Dr. Papp, Executive Assistant to President Clough and Professor of International Relations at Georgia Institute of Technology and a member of the Council, would share an international faculty survey.

President Speir stated that the Council on International Education (CIE) had been approved by the Board and formed by the Chancellor in the Spring of 1995. He noted that this was a very representative group; it included institutions in the University System, statewide leadership and the private sector, public sector agencies, as well as other agencies who are interested in international education. The Council meets quarterly, but it has empowered sub-groups across the state to provide direction and continuity to the System's efforts in international education. The goal is to provide international education opportunities to faculty, staff, students and many constituencies in the state of Georgia, and to enhance those opportunities as well as maintain the ones already in place. Initially, the Board empowered the Academic Council, an ongoing council for the past several years under the direction of Dr. Papp, to focus on

internationalization on the curriculum through workshops and other means to assist the faculty across the System in infusing international studies and international projects within the curriculum of the University System. CIE had also been working closely with ongoing regional councils. There are four geographically based councils - one on Europe, one on the Americas, one on Africa and one on Asia. Each of these councils has a base of faculty and staff that is developing and injecting programs on study abroad and in faculty and staff development across the system. These councils are seeking, under the Board's directive, a more active partnership with private sector and public sector organizations in order to support these programs. Two organizations, the American Institute for Foreign Study and the Friendship Force, would each like to participate with the University System in increasing opportunities for students and faculty. President Speir noted that the chief challenge was to increase the collaborative and cooperative aspects of international education.

Mr. Scott Seydel remarked that he had also been appointed to another international education advisory board in 1990. He stated that he been in contact with Dr. Preston with requests for personnel who had travelled or lived in foreign countries and who spoke at least one foreign language; needed, as well, were those who understood how to use computers. Mr. Seydel noted that he was happy with the new attitude concerning international education. He said that he sees more success when individual institutions conduct their own programs as outgrowths of these other disciplines; i.e., students coming from liberal arts programs and others coming from science programs need to combine international education as an overlay with these other subjects.

Dr. Preston stated that he would provide a brief status report on the goals and outcomes that were listed in the policy direction. A demonstration using computer technology was presented to show the goals of the International Education policy direction. Dr. Preston then conducted a global demonstration. Helping with the demonstration were Mr. Xin Li, from the Peoples Republic of China and a Computer Science graduate student at Georgia State University, Mr. Frank Shi, also from China and a Master of Science graduate from Georgia State University, and Ms. Wendy Holzworth, an international business major who graduated from the University of Georgia, all of whom were introduced by Dr. Preston. Mr. Li created the computer program which was used to demonstrate the study abroad program. Dr. Preston noted that this computer program would give a student all the detail needed to determine whether he/she should participate in a study abroad program. A faculty member could make a decision in his/her office, while advising a student, whether a program is appropriate as part of a student's major or as an elective courses. Faculty members could also use the program to determine where they might participate. With the assistance of Ms. Holzworth, Mr. Shi and Mr. Li, Dr. Preston outlined the goals of the Council:

1. **Global Information Network** - The installation of a System global information technology network in 1996 and provision of the full array of information in phases over the following 24 months.

- Design completed and on-line
- Demonstration to Board of Regents, March 13, 1996

2. **Study Abroad** - The development of a strategy by Spring 1996 in cooperation with the Office of Academic Affairs for enabling 2% of System students to participate annually in study abroad programs by 2000.

- 1205 students or .5% participation in 1995
- Project 1500 students will participate in 1996

3. **Faculty Development** - The involvement of 2% of System faculty in international developmental opportunities, such as exchange programs or work with Centers of Excellence by 1997.

- 78 Faculty or .87% participation in 1995
- Project 90 or 1% will participate in 1996

4. **Curriculum** - The establishment of a curriculum infusion task force by Fall 1995.

- Task Force appointed in Fall 1995
- Strategy and action plans being developed

5. **Centers of Excellence** - The establishment of Centers of Excellence, along with liaisons to appropriate Georgia businesses and industries for each, for cost-effective faculty development and collaborative international research and service projects on different continents by the end of 1995.

- Centers of Excellence initiated in Argentina, England and China
- Other sites and larger world strategy being considered

6. **Business Partnerships** - The design or implementation of at least five new international initiatives with Georgia businesses or industries by 1998.

- Collaboration for Study Abroad underway

7. **Planning and Organization** - The establishment, by 1997, based on attention to already successful System programs and input from focus groups conducted System-wide and statewide in 1995, of a sustaining organizational structure and an institutional base to support a statewide scope of responsibilities for ongoing System international education strategies.

- Council initiated in July 1995
- Committees organized to address goals
 - Study Abroad
 - Faculty development
 - Internationalizing the curriculum
- World strategy and sustaining structure under development
- Business representatives identifying needs for graduates

Dr. Dan Papp explained the two different databases that were in place for the University System of Georgia. He noted that they soon would be integrated. Dr. Papp stated that a groundbreaking survey was conducted at the University of Georgia a couple of years ago; as a

result, it has been possible to develop a more sophisticated and detailed survey so that a database is being developed throughout the 34-unit System. Both of these databases were developed for different reasons: (1) to enhance collaboration in research and teaching efforts between and among the University System schools; (2) to develop business opportunities and to take advantage of them and economic development opportunities where there might be expertise in the University System that the business community may not be aware of; and, (3) to take advantage of media and public relations opportunities coming out of events like the Olympics, etc. Dr. Papp added that within a month there would be about 3,600 faculty entries on the database. After integration of the University of Georgia's base and the CIE base, there will be between 6,000 and 7,000 people from the University System of Georgia on this database; and, it will be available for business, for grant development, for media, for public relations, etc.

Comments

Regent Dahlberg asked how a business would access this service. He was told that Dr. Preston's office would provide the information. It was noted that Ms. Annie Hunt Burriss had already used the database. Ms. Burriss stated that there would soon be a very significant announcement about a large business locating in Georgia because of the availability of this database as a key element and which no other state offers.

Regent Leebern asked how this program will blend into the real world; how would the Council assure that someone knows the peculiarities of regional areas in a country? Mr. Seydel answered that often a business would find it necessary to get help from citizens of other countries in order to understand these regional differences. He said, however, that this program was a step in the right direction; that a concrete effort was being made. Dr. Speir added that one thing not brought out in the presentation was a very under-utilized resource available in the state of Georgia; namely, on all of the System campuses there are a variety of nationalities, cultures and business, industry and professions already represented - many of these people have valuable international backgrounds. President Speir noted that he intends to take measures to make use of those talents. Dr. Papp also responded to the questions concerning curriculum and the need for assurance that the people on the database really know the countries and their regional differences. Dr. Papp stated that during the semester conversion effort and the internationalization infusion effort, plans were laid for creating curricula at most, if not all, of the University System institutions that provide this combination of business, technology, and international education. He noted, also, that the CIE database provides enough specificity so that one can see exactly what each faculty member listed has done in his/her career. The Chancellor mentioned that having students in Study Abroad programs in locations where there are Georgia companies doing business or foreign companies who are doing business in Georgia provide internships in their own countries for some of these students would be a safeguard that Study Abroad does not become a program only for the elite. Dr. Papp remarked that there were a couple of System students who have interned at the state of Georgia's office in Brussels, Belgium: the students had gone to Belgium as part of an international studies program and spent some time at European Community headquarters and at NATO headquarters.

Dr. Preston announced that many faculty members who had been involved with these special projects were extremely enthusiastic about the Board's support of and interest in international education. The Board's focus is very much appreciated.

Regent Leebern thanked all the presenters. He noted that they had explained some exciting initiatives that serve University System students and institutions, along with the state of Georgia very well.

2. Progress Report on Conflict Resolution

The Alternative Dispute Resolution progress report was introduced by Ms. Betsey Neely, Associate Vice Chancellor for Legal Affairs. Ms. Neely was joined by Dr. Doug Yarn, Associate Professor in the College of Law at Georgia State University.

Ms. Neely reminded the Board that they had met Dr. Yarn in July 1995 when they passed the Regents' Conflict Initiative. Dr. Yarn teaches alternative dispute resolution and professional responsibility. He is an experienced designer of conflict management systems and has written a book on alternative dispute resolution in Georgia practice and procedure. Ms. Neely mentioned that Dr. Yarn is also a salesman - having experience in selling timber, herds of cattle, and musical instruments, and he is now selling the concept of resolving disputes at the lowest possible level. Dr. Yarn has also done research in primate behavior at the Yerkes Research Institute. Ms. Neely noted that Dr. Yarn had made an invaluable contribution to the work of the Committee and to the Initiative.

Dr. Doug Yarn told the story of a great Manshu Ruler, Emperor Kingshi, who was concerned about the corruption of the courts at that time. The Emperor received a petition which he considered for a while and issued the following decree:

EMPEROR KINGSHI'S DECREE

in response to petitions on the corruption and tyranny of the courts:

"...considering...the notorious litigious character of the Chinese,... lawsuits would tend to increase to a frightful extent if people were not afraid of the tribunals...contests would then be interminable and half of the empire would not suffice to settle the lawsuits of the other half. I desire, therefore, that those who have recourse to the courts should be treated without any pity and in such a manner that they shall be disgusted with the law and tremble to appear before a magistrate.

...the good citizens...will settle like brothers... As for those who are...quarrelsome, let them be ruined in the law courts; that is the justice that is due them."

Dr. Yarn commented that justice reform under these conditions was quite difficult. Somewhat like the Emperor, the Board perceived the need to reform the dispute resolutions systems that were in place. Unlike the, however, the Board decided that the best course was not

to do nothing, but to pass the Initiative and Policy Direction on Conflict Resolution.

When addressing the Board last summer, Dr. Yarn noted that he had mentioned some underlying concepts. The focus primarily was on conflict. He remarked that ways need to be found to focus on the root causes of the conflict. Next, one would focus on the approach to dealing with the conflict. Dr. Yarn stated that a better term might be “appropriate” dispute resolution. This may include litigation, unilateral decision making, and it may include listening to someone else’s opinion. Further, it could include having a mediator. Once the causes have been figured out, the key to appropriate dispute resolution is to match the right “forum to the fuss.” In other words, fit the “process to the problem.” All these things are being put together so that they will be available to the System when needed. Conflict is inevitable, but the System can take the opportunity to resolve it in such a way that it is productive for the people involved or the University System as a whole.

Many other institutions are also working on these concepts, noted Dr. Yarn. The Committee had been working with various agencies such as government agencies (federal and state), private corporations and schools. The Committee has learned that there is a range of approaches to solving problems. One way is through negotiation focused on the rights-based approach - these are characterized by adjudication, formal grievance procedures which usually end up with a win-lose situation. There also is the power-based approach. The best approach depends on the cost. What is the cost in time, money, lost opportunity, and lost satisfaction? Conflict resolution could, if handled fairly early on, prevent the many appeals brought to the Board each year. Additionally, there are relationship costs. Relationships and collaboration are crucial to the educational enterprise. Broken relationships will cut the efficiency of collaboration. Recurrence costs need to be considered: if the root of a dispute is not determined, it will come up again and again. In summary:

1. Reconciling interests is less costly than determining who is right; and,
2. Determining who is right is less costly than determining who is more powerful.

Dr. Yarn remarked that it is not necessarily better to focus on interests - such a focus just tends to have lower transaction costs and greater satisfaction and less drain on relationships, as well as less recurrence of the disputing. If you need to use rights or power approaches, then strive to lower the cost of that intervention. The Initiative’s goal is to establish a statewide conflict resolution program that will decrease reliance on adversarial processes and resolve disputes efficiently and fairly at the lowest level. In so doing, it will foster a healthier community and lead the nation in alternative dispute resolution (ADR) in higher education. This is the only System in the country that is approaching dispute resolution on such a large and complex scale. Many institutions are doing something like this, but no other System is doing it. To do this as a system requires a unique kind of partnership among the various aspects involved. First, each of the 34 University System institutions has appointed an ADR specialist and liaison to the Chancellor’s office. The ADR specialist has brought together a campus committee on dispute resolution which is currently assessing each campus’s needs in terms of conflict resolution. The Committee is going to then make recommendations for implementing changes in their dispute resolution program. Each institution will have an individualized program. The Chancellor’s office will provide educational and training support, and consultation when requested. There also is an advisory committee which advises the Chancellor’s office and helps

direct the System-wide momentum of this Initiative. The Advisory Committee consists of representatives from almost all the constituencies in the University System. The Advisory Committee is recommending a System-wide plan and is developing an educational program for delivery to the institutions.

The Advisory Committee (or Steering Committee) started work right after being appointed last July. In December, there was a mediator training program at the University of Georgia. In January 1996, there was a presentation to the System Presidents; the Presidents have shown enthusiastic support for the Program. A manual for mediator training and one for implementing the initiative as a whole have been produced. Each liaison has received manuals which include a directory of resources and directions for moving forward with the initiative on each campus. In addition, there is a training tape on the initiative and a mediation in higher education training tape that the Committee has produced. A liaison workshop was held on March 5, 1996, at Clayton State College with almost 100 people in attendance to work on various issues. More mediator and general ADR training is scheduled for April and May this year. Recommendations resulting from campus assessments will be forthcoming in late spring. The implementation of a few pilot programs is being considered. There is a unique collaboration between Kennesaw State College (KSC) and the juvenile courts in Cobb County: student mediators who were trained at KSC will work closely with the Georgia Supreme Court's office for dispute resolution. The Committee plans to encourage such collaboration.

Dr. Yarn announced plans to have a System conceptual design ready around July 1996 or August 1996, and ready for presentation to the Board sometime in late fall.

Regent Leebern thanked Ms. Neely and Dr. Yarn for their presentation. He asked for questions and noted that it was clear that significant progress had been made in implementing the policy direction on Alternative Dispute Resolution.

Comment

Chairman Baranco asked whether the implementation of Conflict Resolution policy would be in place on the campuses at a certain date. Dr. Yarn responded that he perceived different campuses coming into line across different time frames (because of their complexities) - at least through Fall 1996. The Committee would monitor each campus' program as it is developed. There has been very good support from the Presidents, and Dr. Yarn felt the interest at the grass roots level would make the implementation work better. He noted that roadblocks tend to be resource-oriented. The Chairman requested that there be some sort of report annually on the number and type of cases that are mediated, and she asked whether there was a mechanism in place for this. Dr. Yarn noted that an assessment of costs is being put together and that methods of evaluation are being developed. The Advisory Committee, he thought, would be responsible for issuing an annual report.

Dr. Clark commended Dr. Yarn on a very interesting and well-presented talk on conflict resolution. He did ask whether Dr. Yarn foresaw a day when the Board would have no more applications for review. Dr. Yarn

responded that the Advisory Committee is working with the Chancellor's office to come up with some System-wide approach to determine how grievances should come to the Board of Regents. The Chancellor then noted that there was incredible enthusiasm for this initiative. He remarked that it is important to train people (the mediators and arbitrators) in conflict resolution; he felt that it would be a year or so before there were enough well-trained mediators who could make an impact. Dr. Yarn agreed and said that it would be difficult to measure, but that saving one costly case may pay for the program.

Regent Dahlberg asked how many cases go to the courts each year. Ms. Neely answered that, in 1995, the System was sued 5 times. Regent Dahlberg asked whether some cases go directly to the courts without going to other avenues of resolution. Ms. Neely responded that if there is a civil rights case and exhaustion of state remedies is not required, a lawyer can take the case right into the litigation arena. She noted, also, that the Chancellor's office has tried to encourage lawyers to bring disputes to them first so that there can be an attempt to solve these problems and save the cost of going to court. Additionally, Dr. Yarn said that the Equal Opportunity Commission (EOC) has adopted a pro-mediation Alternative Dispute Resolution (ADR) policy; therefore, by working with the courts and the EOC, it may be possible to convince the courts to give the Chancellor's office a chance to resolve disputes even though a case has been submitted to the court.

Regent Allgood noted that it had been mentioned that ADR would be built into contracts, and he asked whether this meant that all employee contracts would require that their disputes be mediated. Dr. Yarn answered that there are some legal issues concerning that, but other institutions (particularly private corporations) have done this on an employee-wide scale. Dr. Yarn said that the Committee was also looking at vendor contracts, i.e., contracts with outside suppliers, etc. The Advisory Committee would be making recommendations or options concerning what others are doing. Regent Allgood commented that ADR seemed to be aimed for both internal and external uses. Dr. Yarn agreed.

Chairman Baranco then commented that she greatly appreciated this work. She noted, though, that she had envisioned a more System-wide approach and she asked Dr. Dunning, Ms. Neely, Dr. Yarn to consider that sort of approach to this issue. She asked for a fairly consistent and uniform alternative dispute resolution program that, as Regents, the assurance would be that employees would have equal opportunities for alternative dispute resolution. One of the primary motives for this is the financial savings that can be gained.

Regent Allgood also mentioned that he had envisioned a program being brought back to the Board before being implemented. He noted that it appeared that steps seemed to be in line for a kick-off of this program. He stated that, indeed, ADR is a very viable alternative for a lot of situations. Litigation is certainly something to be avoided, if possible. Regent Allgood said, however, that he would like the Board to review the program and to approve or disapprove it before it is irreversible. Regent Hand agreed with Regent Allgood's assessment and noted that time was needed to study such programs.

Chancellor Portch announced that there would, indeed, be an umbrella proposal brought before the Board before the policy would be implemented. Regent Allgood reiterated that he wanted to see the details, and that he wanted to be sure the Board understood all of the points of the policy before voting on it.

3. Vote on Tuition Recommendation

The last agenda item, stated Regent Leebern, concerned the Tuition Policy direction. Regent Leebern remarked that last month, a staff report with recommendations on implementing the Tuition Policy direction had been received by the Board. He reminded the Regents that the Chair of the Tuition Study Committee, President Jerry Ashcroft, had described the Committee's work and summarized the major recommendations. Regent Leebern announced that President Ashcroft was present at the meeting to answer any new questions. In the February 1996 Board of Regents' meeting, there had been a discussion of the recommendations, and many questions had been answered at that time. The time had come to vote on accepting the recommendations for implementation of the Tuition Policy direction. Regent Leebern noted that Chancellor Portch had not received any further comments or questions while the policy lay on the table for 30 days.

By motion of Regent Dahlberg, seconded by Regent Bill Clark, the Board unanimously approved and authorized the recommendation for implementing the Tuition policy direction as contained in the report received by the Board on February 14, 1996.

By motion of Regent Hand, and there being no objection, the Board voted unanimously to recess the **Meeting of the Committee of the Whole** and to reconvene the regular session of the meeting.

By motion of Regent Leebern, seconded by Regent Dahlberg, the Board unanimously approved the implementation of the Tuition Policy direction that was approved in the Planning and Oversight Committee.

Regent Leebern congratulated Regent Dahlberg on his election to the Sun Trust Bank Board of Directors.

Chairman Baranco recognized a number of special guests: President Dorothy Lord of Brunswick College, President Ed Speir of Georgia College and President Jerry Ashcroft of East

Georgia College. The Chairman asked Chancellor Portch to introduce another special guest who was present at the meeting.

Chancellor Portch thanked President Ashcroft for an excellent job in bringing the Tuition Policy forward. The Chancellor then noted that Representative Tom Buck, a good friend of education, had visited the meeting for a time. Chancellor Portch then introduced and welcomed to the meeting Dr. Julius Scott, the Interim President of Albany State College.

Dr. Julius Scott remarked that he had been Interim President at Albany State College for a week and that he appreciated the opportunity to serve as Interim President. President Scott recognized the Board's contribution to the vitality of the College. He noted that the Chancellor had visited the campus many times. President Scott stated that President Billy Black was to have a thorough physical examination on March 19 and 20, and at that time President Black would make a determination about his future with Albany State College. President Scott then remarked on the indestructibility of the College; he stated that he was there with very clear mandates which were written on July 12, 1995, and which he was using as a blueprint for his interim presidency. He announced his intent to follow the mandates and to stabilize the College for the new president who would take over on July 1, 1996. President Scott identified Regent Hand as being available to help at any time and noted that he was grateful for her offer.

There being no further business to come before the Board, by motion of Regent Hand, and without objection, the meeting was adjourned at 11:15 A.M. on March 13, 1996.

s/GAIL S. WEBER

Gail S. Weber

Secretary

Board of Regents

University System of Georgia

s/JUANITA POWELL BARANCO

Juanita Powell Baranco

Chairman

Board of Regents

University System of Georgia