

**MINUTES OF THE MEETING OF THE
BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
HELD AT
244 Washington Street SW
Atlanta, Georgia
November 12 - 13, 1996**

CALL TO ORDER

The Board of Regents of the University System of Georgia met on Tuesday, November 12, 1996, in the Board Room, Room #473, 244 Washington Street S.W., Atlanta, Georgia 30334. The Chairman, Regent Thomas F. Allgood, called the meeting to order at 1:00 P.M., and again on Wednesday, November 13, at 9:00 A.M. Present, in addition to Chairman Allgood, were Regents: S. William Clark, Jr., (Vice Chair), John Henry Anderson, Juanita Powell Baranco, Kenneth W. Cannestra, John H. Clark, J. Tom Coleman, Jr., A.W. "Bill" Dahlberg, Suzanne G. Elson, Elsie P. Hand, Edgar L. Jenkins, Charles H. Jones, Donald M. Leebern Jr., Elridge W. McMillan, Edgar L. Rhodes, William B. Turner.

The invocation was given on Tuesday, November 12, by Arlethia Perry-Johnson, Assistant Vice Chancellor for Media and Publications, and on Wednesday, November 13, by Regent Juanita P. Baranco.

ATTENDANCE

The attendance Report was read on both days by Secretary Weber, who announced that there was perfect attendance both days.

APPROVAL OF THE MINUTES

Upon motion by Regent Leebern, seconded by Regent Cannestra, the minutes of the Board of Regents meeting held on October 8 - 9, 1996, were unanimously approved as distributed on Tuesday, November 12, 1996.

MEETING OF COMMITTEE AS A WHOLE

Upon motion by Chairman Allgood, the regular meeting of the Board of Regents was adjourned and the meeting of the Strategic Planning Committee as a Committee of the Whole was convened. Regent Leeborn, chair, introduced President Jerry Ashcroft of East Georgia College, who chaired the Tuition Policy Committee, to implement the policy direction adopted by the Board. President Ashcroft presented an update on tuition policy.

President Ashcroft began his discussion on Graduate Education by reminding the Board that it had voted to increase graduate tuition to 20% above the undergraduate rate with a 5% phase-in each year beginning in the fall of 1996. This directive will mean charging all graduate students regular graduate tuition with the understanding that each institution may waive the tuition if a student is not receiving money from an outside source. Regarding undergraduate and graduate education, the Board approved the increase in out-of-state tuition over a five-year period to a level requiring out-of-state students to pay the full tuition cost. In addition to the 1% out-of-state tuition waivers allowed for international students, the Board permitted institutions to give up an additional 1% to special students. The Board instructed institutions to modify policies to waive student/athletic fees for students who are practice teaching or engaged in internships in areas more than 50 miles from campus. Implementing this policy has had no major impact on most institutions. Two institutions, however, have requested exceptions. The first, State University of West Georgia, due to the number of their students who practice teach in the Atlanta area and are thus beyond the 50-mile radius. The Chancellor, however, did not approve this request. Second, Georgia Southern University reported that it wished to provide waivers for all students off campus regardless of whether they were within or outside the 50-mile limit because of the administrative problems of trying to implement a different fee for different students. The Chancellor granted this request. Georgia State University and the Medical College of Georgia reported that this had been their practice before the new guidelines were approved. Regarding appeals of residency status, most institutions have a process whereby appeals are handled either in the admissions office or through an appeals committee. In the instances where the students appeal the decisions of these groups, Presidents reported upholding most of the original decisions, but they did reverse a few based on special circumstances. The policy also allowed institutions to implement special technology fees on a pilot basis. To date, the Georgia Institute of Technology is the only institution which has initiated this pilot.

President Ashcroft spoke on the initiative which builds graduate tuition into grants while still making provisions for students not funded by outside sources to receive waivers. Valdosta State University reports that this directive allowed for 19 waivers and this money can be used for other areas of graduate education. In regard to out-of-state undergraduate tuition, approximately half the System's institutions granted waivers of out-of-state tuition to special students, although none used up the 1% allowed by Board policy. These waivers were granted mostly to honor students and athletes. North Georgia College provides waivers for academically qualified out-of-state military students, and Abraham Baldwin Agricultural College provides waivers for qualified students majoring in one of the agricultural sciences.

President Ashcroft told the Board that a survey had been sent out to each System President and that his comments reflected the remarks from those surveys. He pointed out that while it was too early to detect significant patterns with some issues, a majority of institutions report little if any impact due to graduate tuition increase even though there were slight declines in enrollment in many institutions. The largest decline reported was 15.7% at Fort Valley State University. Reporting the reverse was Armstrong Atlantic State University which experienced a doubling in

enrollment. Institutions with a slight decrease in enrollment, nevertheless, had additional dollars which are being utilized to enhance graduate programs. He then concluded his report.

In response to a question raised by Chairman Allgood on reciprocal tuition agreements between Georgia and bordering states, Chancellor Portch corrected the Regent's terminology stating that while Georgia does not have "reciprocal" agreements with other states, it does allow out-of-state students who reside in a county in their home state that is contiguous to a Georgia county in which a University System of Georgia institution is located to attend that (but only "that") USG institution and pay the Georgia resident tuition.

With regard to student activity waivers for students who practice teach or intern fifty miles from their college or university, Regent Cannestra said that the Board may have made a mistake in making a 50-mile limit, especially since the System wants to encourage students to teach. He believes it's an artificial barrier which the Board may want to reconsider. President Ashcroft responded that when the committee reviewed that policy, it looked at the 50-mile rule from a perspective of fairness and less from a financial perspective. The Chancellor then said that the Board and committee might want to explore this issue with the System Presidents because the philosophy has been that students using facilities such as a gym should pay for those services, but if a student is more than fifty miles away, the odds that a student is using those facilities are low. Regent Cannestra said that it seems the goal should be to entice students to do more than just practice teach and that the institutions should reward students for participating. Chairman Allgood asked that the committee take a closer look at the statistics of that rule and the fiscal impact. The Chancellor stated it is clearly an area where there has been little consistency, with some institutions wanting to waive all fees, and others waiving none at all. Regent Leebern then asked that a list of all fees be sent to the Regents. The Chancellor also asked that a list with the number of students enrolled in practice teaching and internships would be sent along with the fee list. President Ashcroft then introduced Dr. Thomas Z. Jones, Vice President of Academic Affairs, Columbus State University.

Dr. Jones focused on the graduate tuition revenue impact and the use of funds. He echoed the remarks of President Ashcroft who pointed out that to date, there has been no negative effects on in-state or out-of-state student enrollment or attitudes on campus in regard to graduate tuition increase. Dr. Jones then presented five categories which reflect fund utilization:

- 1. Recruitment and Student Services.** Within this area is defined targeted marketing of graduate programs and recruitment of students, graduate student support services (such as project/thesis support/conferences), special excellence awards for students, and library acquisitions for student/faculty use.
- 2. Enhancement of Research/Teaching Assistantships.** This category includes the addition of assistantship positions, stipend increases of re-existing assistantship positions, and graduate teaching assistant training programs.
- 3. Equipment and Technology.** Matching with grant funds to purchase special equipment, technology and laboratory enhancements in support of graduate programs, and specialized instructional technology enhancements.
- 4. Graduate Faculty Support.** Additional part-time faculty so full-time graduate faculty can devote more time to research and supervision of graduate student research projects, and graduate faculty professional development activities (conferences, workshops, etc.).

5. New Graduate Program Development.

Dr. Jones offered examples of fund use citing Georgia State University which has an estimated graduate tuition increase planned at \$375,000. Approximately \$267,700 will be assigned to graduate assistants, \$4,800 for graduate assistants' training, and \$102,000 for library acquisitions. Citing a smaller institution, Columbus State University, the estimated increase of \$49,000 will break down as follows: \$29,000 for graduate teaching assistants, \$15,000 for library equipment (M.S. Degree program in Environmental Science), and \$5,000 for graduate student project and thesis/professional meeting grants. Dr. Jones then concluded his report.

Regent McMillan asked if there is a likelihood that institutions will become more aggressive in recruiting out-of-state graduate students because of the new found revenue and what impact might that have on in-state students. Dr. Jones said that he is unaware of any such impact but that the real advantage of this policy is the benefits it brings to smaller schools such as Columbus State University. Columbus State, as an example, has a large number of part-time graduate students. With additional funding, the smaller schools are able to increase their stipends and encourage part-time graduate students to become full-time graduate students.

Regent Leebern asked Dr. Ron Henry, Provost at Georgia State University, if the funds have enabled Georgia State to become more competitive with private institutions, such as Emory. Dr. Henry responded that Georgia State was still non-competitive with Emory as many of Georgia State's graduate students are part-time.

Responding to Regent Jones' question as to how many students are enrolled in the graduate programs at Georgia State and at Columbus State, Dr. Jones said there are approximately 750 graduate students currently enrolled, with the majority of them being part-time. Dr. Henry said there were 7,000 - 8,000 enrolled graduate students at Georgia State University. Regent Jones then asked if the fees were the same at each institution. Dr. Jones answered that the dollar amounts were different but that the percentage compared to undergraduate tuition is the same.

Regent Jenkins asked if the \$267,700 allocated for graduate assistants is for new graduate assistants or increased stipends for existing assistants. Dr. Henry answered that the funding serves both; the funding aids many of Georgia State graduate students who do not have any financial support and allows departments to add more assistants where needed. Dr. Henry said that most of the funds are directed to the new students. Dr. Jones said that the allocation of funding between new and existing students is even at Columbus State University. Dr. Jones then introduced Dr. Martha Nesbitt, Special Assistant to the Chancellor.

Nesbitt referred to Dr. Jones' comments on the graduate programs which experienced a net increase in terms of tuition. Dr. Nesbitt assured the Board that the Chancellor's staff would continue to monitor the possible effects of these increases. Thus far, there is no indication that a negative impact on enrollment or tuition has resulted from these policies, nor has there been seen a negative effect on access. Citing the Board's vision statement, Dr. Nesbitt said the University System is committed to a leadership role in providing access to academic excellence. Citing the April 1995 directive lowering tuition for two-year colleges, she reminded the Board that at that time, Georgia's two-year colleges were well above the tuition cost compared to other Southern Regional Education Board states and above the national level. As a result of that 1995 directive, the University System is now well below the national average and within \$51 of the average tuition charged in SREB states for two-year colleges. Another principle in the 1995 directive was the support for continuing low tuition for "Georgians first and foremost." A recent study released by the Government Accounting Office ranking states by the percentage of median household income that it takes to send a student to a four-year college in the state of residence, ranked Georgia in the lowest quartile. (Lowest score being the best.) Dr. Nesbitt then asked for questions.

Regent Jones asked if there were any numbers proving an increase in enrollment as a direct result of the decrease in fees at two-year institutions. Dr. Portch answered by saying that he believes the System has experienced a slight decrease in overall tuition, but it has been very unevenly spread across the System and that nationally, there has been a significant decline in two-year college enrollment.

Regent Leebern then pointed out that the Board meetings so far this year have laid the ground work for the comprehensive planning process. He then cited the draft proposal of planning assumptions that Sr. Vice Chancellor Jim Muyskens and his staff and the council of System Presidents wrote. Regent Leebern then introduced Dr. Muyskens.

Dr. Muyskens said that the overall goal of the plan was to create a proactive System, which requires understanding the enrollment dynamics and workforce needs. Understanding of these issues, the Planning Committee believes that the System will be in a position to reexamine academic programs and the need for improvement and how to determine the System's capital priorities. He then said that in today's meeting the focus would be on the planning principles which will set the frame work for the rest of the year. Dr. Muyskens then turned to the planning assumptions and listed them for the Board. He first discussed Georgia's demography and economic resources.

Regent Hand asked about the second assumption listed under this category, "The population of Georgia will continue to grow unevenly. Some areas will grow at high rates, but the population of some areas may remain stable or even decline." Regent Hand pointed out that in her area, there was a 1.6% decline. Dr. Muyskens said that this pattern will most likely continue, but that does not mean that some regions will not experience growth. Dr. Muyskens said that it is important to recognize that there may be some areas where population will decline, but

enrollment may actually increase in that same area.

Regent Leebern referred to the fourth assumption: "Competition for state resources will continue and increase; for example, the demand for funding for human services and transportation will increase." He asked how that may impact funding for prisons, and would it result in additional prisons. Dr. Muyskens acknowledged that prisons were not mentioned in the assumptions, but if Georgia follows the pattern of other states, the prisons will be a very strong competitor, citing the example of California where the state spent more on prisons than on their University System.

Dr. Muyskens then reminded everyone that these assumptions are drafts, and that the conversation the Board has regarding these drafts will be written into the final report. Dr. Muyskens then turned to the next set of assumptions, "the University System's role in Georgia", in particular the fourth assumption under this category, "The demand for University System instruction, research, and services will increase."

Chairman Allgood then stated that the fourth assumption did not concern him as much as the fifth assumption which reads, "Providing education opportunities that help prepare students to meet the employment needs in the state will remain a priority of the University System." Chairman Allgood said he was not sure that he agreed that the System's first concern was to meet the employment needs of Georgia.

Regent Cannestra said we should prepare students for work after graduation, and consider the problems of the work force in developing higher education goals. Chairman Allgood asked that further consideration be given to that particular assumption before it becomes part of the permanent language of the Board's long range planning. Regent Baranco said she felt that this particular Board had been striving to strike a balance between raising the academic bar and preparing students for the workforce. She further said, that in being responsive to the workforce needs, she does not believe the System can devise a planning strategy and omit the role of the Vocational/Technical schools. The Chancellor said that the Board may want at some point in the year to invite the Commissioner of the State Board of Technical and Adult Education to discuss where "intersections" may be made with Technical Education and the System

Dr. Muyskens finished by saying that the overall planning process will encompass four to five years. Chairman Allgood asked about the assumption which reads, "Technology-based educational delivery will increase student flexibility and choice, increase competition among the providers, and within five years lead to the beginnings of new structures for delivery." Dr. Muyskens answered by saying that there will be more people in addition to higher education teachers who will be able to teach or provide basic instruction. Many corporations are doing this already. Regent Baranco warned that while the Board does not want to get into the business of "turf protection," the System must protect its mission to serve higher education. Regent Dalhberg said that the System must be aware of the competition. The Chancellor said we must be aware of the possibility of partnership between industry and the System.

Dr. Muyskens then turned to the action guides, focusing on Enrollment Growth, in particular the principle which reads, "The System would work to increase both the number and the proportion of well-educated Georgians throughout the state, including exceeding the national average for the percentage of the population with a baccalaureate degree. The System and its institutions should work to increase the number of students, faculty, and staff from minority and

low income groups." and the third principle which reads, "An institution should grow to the enrollment level which ensures preservation of the Board-approved mission, quality of education and academic programs, appropriate campus character, quality of student life, and relationships with the community it serves." Dr. Muyskens emphasized that the committee would be working closely with institutional presidents on this particular principle to insure the System meets the needs of its campuses.

SPECIAL GUESTS

Chairman Allgood introduced visitor, Representative Calvin Smyre. Chancellor Portch then introduced the new President of Albany State University, President Portia Shields. He also recognized Dr. Veula Rhodes, Chair of the Presidential Search Committee, and Dr. Julius Scott, Interim President of Albany State University. Chairman Allgood presented Dr. Scott with a plaque recognizing his contributions to Albany State University.

GREETINGS TO THE BOARD FROM PRESIDENT PORTIA SHIELDS

Dr. Shields greeted the Board and the Chancellor and guests and began by stating that she envisioned Albany State University's future as "bigger, better, stronger." She continued this sentiment by saying that the mission and vision of the University are now aligned and are beginning to be reviewed by the faculty Senate. She attributed the resources provided by the System for the rebuilding of the University and the excitement this has triggered on campus. She cited three areas that are being targeted as focal points in the current renewal of Albany State: **1.) Academic Excellence, 2.) Community Outreach, and 3.) Nettlesome Problems.** Dr. Shields said that the process towards academic excellence includes interviewing students, reviewing curriculum, and the accreditation process. She then cited the addition of the PREP and P-16 initiatives. Regarding community outreach, Dr. Shields has met with community leaders and local media for their input. Outreach programs include the "homework hotline," tutoring programs at local churches, mentorships and internships. Referring to the "nettlesome problems," Dr. Shields said the University is currently working to improve registration, technology, and student services. **COMMITTEE REPORTS**

COMMITTEE ON EDUCATION, RESEARCH, AND EXTENSION

The Committee on Education, Research and Extension met on Tuesday, November 12, 1996, in Room 453. Chairman Hand reported that the committee reviewed nine items, six items requiring action. All items were approved as stated in the agenda. In addition, three information items were presented and discussed. One hundred and one appointments were presented and reviewed, and twelve personnel actions required unanimous consent by the Board; all were approved by the committee. The committee recommended all action items and personnel items for full approval by the Board. With motion properly made, variously seconded, and unanimously adopted, the Board approved and authorized the following:

1. Reorganization of the School of Education, Augusta State University: Separation of the Teacher Education Department

Approved: The Board approved the request of President William A. Bloodworth, Jr. to reorganize Augusta State University's School of Education, effective November 13, 1996. The reorganization will separate the Teacher Education Department into two separate

departments, the Department of Teacher Development and the Department of Clinical and Professional Studies. The major rationale for the separation is the complexity and diversity of the programs coupled with the need to be more effective in the administration of the teacher education programs. The proposed reorganization is consistent with national patterns. It will allow each unit to focus more directly on program clusters. The additional department chairperson will be appointed from within.

The Department of Teacher Development will encompass undergraduate and graduate programs in early childhood education, middle grades education, secondary education, selected P-12 programs, and support courses in the area of foundations of education. The Department of Clinical and Professional Studies will encompass undergraduate and graduate programs in special education and graduate programs in counselor education, administration and supervision.

2. Establishment of Master of Arts in English, Georgia College & State University

Approved: The Board approved the request of President Edwin Speir that Georgia College & State University be authorized to offer the Master of Arts in English, effective November 13, 1996.

The Master of Arts degree in English will be administered by the Department of English, Speech, and Journalism and will complement the M.A.T. In English Education and the M.Ed. in English Education.

The program will require 45 hours of graduate course work in English and 15 hours of thesis. Of the 45 hours of course work, 15 hours will include four proposed new courses: a graduate-only course in methods of research, two graduate-only seminars, and a thesis course (see attached). Successful candidates for the degree will pass a comprehensive examination on English and American literature and present and defend an acceptable thesis that demonstrates research skill and critical insight.

3. Establishment of Master of Business Administration, Georgia State University and Cairo University/Egypt (GSU-CU)

Approved: The Board approved the request of President Carl V. Patton that Georgia State University be authorized to offer a joint Master of Business Administration degree between Georgia State University and Cairo University/Egypt, effective November 13, 1996.

The joint Master of Business Administration will be administered by the School of Business Administration, Georgia State University and Cairo University, Egypt. The collaboration of a successful MBA program with a high-quality educational institution in Egypt is an ideal approach to meeting managerial development needs. This program will meet the policy directive issued to increase the internationalization of institutions and programs in the System.

The program requirements will be consistent with GSU MBA program requirements. The joint Master of Business Administration will require the successful completion of 42 semester hours of coursework beyond the foundation courses.

4. Establishment of Master of International Business, Georgia State University

Approved: The Board approved the request of President Carl V. Patton that Georgia State University be authorized to offer a Master of International Business degree, effective November 13, 1996.

The Master of International Business will be administered by the College of Business Administration, Georgia State University. The need for this program is suggested through emerging foreign markets, international business activities, and growing global competition. This specialized program will prepare students to function in a global marketplace. This program will provide the introduction of interdisciplinary training in international business as well as the introduction of international specialization in various functional areas of business, such as international finance or marketing.

Requirements for the Master of International Business degree program will be satisfied by taking a minimum of 60 hours of traditional coursework that is closely related and that is aimed at building an international business specialization. Proficiency in a foreign business language and internship abroad are part of the program requirements.

5. Change of Name of Associate of Applied Science degree from Fire Science Technology to Fire Management, DeKalb College

The Board approved the request of President Jacquelyn M. Belcher that DeKalb College be authorized to change the name of the Associate of Applied Science degree program from Fire Science Technology to Fire Management, effective November 13, 1996.

DeKalb College has responded to the request of the DeKalb County Fire Department that its Fire Science Technology program be redesigned to become more management-oriented. The institution proposes to offer 35 hours of general education and 65 hours of professional core including 30 hours of fire management courses and 35 hours of business, economics and accounting courses.

6. Establishment of Bachelor of Science in Social Science Education, Albany State University

Approved: The Board approved the request of President Portia Shields that Albany State University be authorized to offer the Bachelor of Science in Social Science Education with majors in Economic Education, History Education, Political Science Education and Social Science Education (Broad Field), effective November 13, 1996. Although this is a 191 quarter hour program, as we redesign curriculum to the semester calendar, it is expected that the institution will conform to the maximum 120 hour semester credit guideline for bachelor's degrees.

The Bachelor of Science Degree in Social Science Education is designed to prepare new teachers for secondary schools. The program consists of 191 quarter hours with 36 quarter hours in professional education courses and 40 quarter hours in the substantive field of specialization. The program will be offered in the Department of History and Political Science. The program consists of 191 quarter hours including 90 hours of the general education core; for the single discipline, 40 quarter hours in the major and 20 quarter hours from any of the social science disciplines; broad field certification in the social sciences consists of 75 quarter hours in four social science areas; and professional education courses (see attached). Emphasis on cultural anthropology, cultural geography, modern history and comparative economic systems are features of this program.

Conferring of Emeritus: 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) Georgia Institute of Technology

Hines, William W., Professor Emeritus school of industrial & systems engineering, college of engineering, effective November 13, 1996.

(b) Medical College of Georgia

Levy, Maurice, Professor Emeritus Department of Pediatrics, School of Medicine, effective January 1, 1997.

(c) University of Georgia

Fortson, James Camp, Professor Emeritus School of Forest Resources, effective January 1, 1997. Marchinton, Robert Larry, Professor Emeritus School of Forest Resource, effective December 1, 1996.

Mullan, Marie Eiche, Associate Professor Emerita School of Health & Human effective November 30, 1996

Thompson, Kathryn Haynes, Assistant Professor Emerita School of Social Work, effective November 13, 1996.

Thompson, Peter Ervin, Professor Emeritus Department of Cellular Biology, Franklin College of Arts and Sciences, effective November 13, 1996.

(d) State University of West Georgia

Myers, Robert Reese, Professor of Geography Emeritus Department of Political Science and Geography and Planning, School of Arts & Sciences, effective September 1, 1996.

Reynolds, Robert Charles, Associate Professor Emeritus of English Department of English and Philosophy, School of Arts & Sciences, effective January 1, 1997.

Approval of Faculty for Tenure Status: The Board approved tenure track status for the following faculty members, effective on the dates indicated:

(a) Georgia State University

Jonnalagadda, Staya S, Assistant Professor, Department of Nutrition & Laboratory Technologies, College of Health Sciences, from non-tenure track, effective September 16, 1996.

(b) Fort Valley State University

Chapman, Harold, Associate Professor, Department of Education, School of Education, Graduate and Special Academic Programs, one year probationary credit towards tenure, effective September 14, 1993.

(c) State University of West Georgia

Voneschenback, John F., Associate Professor, Department of Early Childhood Education and Reading, School of Education, three years probationary credit towards tenure, effective September 18, 1996.

(d) Clayton State College

Moss, Jacqueline A., Instructor, Department of Baccalaureate Degree Nursing, School of Health Sciences, from tenure track to non-tenure track, effective October 1, 1996.

(e) Darton College

Barton, Gloria M., Assistant Librarian & Instructor, Circulation and Reference, Library, from non-tenure track to tenure track, effective September 1, 1994.

Powers, Sandra C., Instructor, Department of Developmental Studies, from non-tenure track to tenure track, effective September 13, 1993.

(f) DeKalb College

Hall, Mary S., Assistant Professor, Division of Developmental Studies (North), three years probationary credit towards tenure, effective November 13, 1996.

Appointment of Faculty and Leaves of Absence: The Board approved the appointment of faculty members at the salaries for the period recommended at the following institutions:

(a) Georgia Institute of Technology

Lea, Chin-Tau A., Associate Professor, School of Electrical and Computer Engineering, College of Engineering, leave from June 14, to June 13, 1997, without pay.

McGee, Oliver G. III., Associate Professor, School of Aerospace Engineering, College of Engineering, leave from October 7, 1996, to June 13, 1997, without pay.

Zabin, Serena M., Associate Professor, School of Electrical and Computer Engineering, College of Engineering, Leave from September 23, 1996, to September 22, 1997, without pay.

(b) Georgia State University

Dunkel, Patricia A., Professor, Department of Applied Linguistics and English as a Second Language, College of Arts & Sciences, leave from January 2, 1997, to April 30, 1997, with pay.

(c) University of Georgia

Gascho, Gary John., Professor, Department of Crop & Soil Sciences, College of Agricultural and Environmental Sciences, leave from January 1, 1997, to June 30, 1997, with pay.

(d) DeKalb College

Nesbitt, Martha T., Vice President Academic Affairs, DeKalb College (South), leave from September 3, 1996, to June 30, 1997, with pay.

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FORM THE UNIVERSITY SYSTEM: The Board approved the part-time appointments of faculty members previously retired from the University System.

(a) Georgia Institute of Technology

Bertrand, J. Aaron, Jr., Associate Director-Academic School of Chemistry & Biochemistry, College of Sciences, as needed for a period beginning July 1, 1996, and ending June 30, 1997, at less than half time.

Colwell, Gene T., Professor Emeritus, School of Mechanical Engineering, College of Engineering, as needed for period beginning October 1, 1996, and ending June 30, 1997.

Dickerson, Stephen L., Professor, School of Mechanical Engineering, College of Engineering, as needed for period beginning October 1, 1996, and ending June 30, 1997.

Harmer, Don S., Professor, School of Physics, College of Sciences, as needed for period beginning September 1, 1996, and ending January 31, 1997, at less than half time.

Johnson, Rober D. Jr., Associate Professor Emeritus, School of Mathematics, College of Sciences, as needed for period beginning January 6, 1997 and jending June13, 1997, at less than half time.

Kahn, Bernd, Professor Emeritus, Office of Inter-Disciplinary Programs, as needed for period beginning October 1, 1996, and ending December 31, 1996.

Sturrock, Peter E., Professor Emeritus, School of Chemistry and Biochemistry, College of Sciences, as needed for period beginning September 23, 1996, and ending December 13, 1996, at less than half time.

(b) Georgia State University

Linz, Gerhard D., Professor Emeritus, Counseling Center, as needed for period beginning July 1, 1996, and ending June 30, 1997, at less than half time.

(c) University of Georgia

Atkinson, Ronald C. Special Agent, College of Agricultural and Environmental Sciences, as needed for period beginning December 1, 1996, and ending June 30, 1997

Harrington, David L., Marine Fisheries Specialist, Marine Resources Extension, Vice President for Service, as needed for period beginning December 1, 1996, and ending June 30, 1997.

Kiney, Ruth, Administrative Secretary, School of Music, Franklin College of Arts and Sciences, as needed for period beginning September 18, 1996, and ending June 12, 1997, at less than half time.

Morain, Genelle G., Professor Emeritus, School of Teacher Education, Department of Language Education, College of Education, as needed for period beginning July 1, 1996, and ending June 30, 1997.

Proffer, Teddy, Assistant to the Dean, College of Agricultural and Environmental Sciences, as needed for period beginning January 13, 1997, and ending June 30, 1997.

Selph, Billy E., Administrative Specialist, College of Agricultural and Environmental Sciences, as needed for period beginning October 1, 1996, and ending June 30, 1997.

(d) Fort Valley State University

Canty, George Jr., ASOP Emeritus, Department of Chemistry, School of Arts and Sciences, as needed for period beginning September 3, 1996, and ending December 3.

(e) State University of West Georgia

Davidson, Thomas Jack, Jr., Part-Time Professor, Department of Middle and Secondary Grades Education, School of Education, as needed for period beginning September 30, 1996, and ending June 14, 1997.

(f) Darton College

Grubbs, Valda A., Assistant Professor, Division of Business Administration, as needed for period beginning November 13, 1996, and ending May 31, 1997.

(g) Coastal Georgia Community College

Hamilton, John Winchester, Associate Professor, Department of Natural Science & Mathematics, Division of General Studies, as needed for period beginning January, 1997, and ending June 13, 1997.

APPOINTMENT OF FACULTY MEMBERS PREVIOUSLY RETIRED FORM THE UNIVERSITY SYSTEM: The Board approved the part-time appointments of faculty members previously retired from the University System and over seventy years of age.

(a) Georgia Institute of Technology

Perrin, Joseph S., Professor Emeritus, Department of Art, College of Arts & Sciences, as needed for period beginning July 1, 1996, and ending June 30, 1997.

(b) University of Georgia

Parker, Olin Griffith, Professor Emeritus, School of Music, Franklin College of Arts and Sciences, as needed for period beginning January 6, 1997, and ending June 12, 1997.

Warren, Millie Belle, Clerk II, as needed for period beginning September 18, 1996, and ending June 12, 1997.

(c) Albany State University

Dewar, Fannie Evelyn, Part-time Instructor Department of Nursing, School of Nursing & Allied Health, as needed for period beginning June 19, 1996, and ending June 11, 1997.

Pyle, Ruth H., Part-time Instructor, Department of Nursing, School of Nursing & Allied Health, as needed for period beginning June 19, 1996, and ending June 11, 1997.

(d) Fort Valley State University

Simmons, Julius C., Counselor, Department of Developmental Studies, as needed for period beginning September 16, 1996, and ending December 3, 1996.

Appointment of Faculty: The Board approved the appointment of faculty members at the salaries and for the period recommended at the following institutions: Georgia Institute of Technology, Georgia State University, Medical College of Georgia, University of Georgia, Georgia Southern University, Valdosta State University, Albany State University, Augusta State University, Columbus State University, Fort Valley State University, Georgia College and State University, Georgia Southwestern State University, Kennesaw State University, Savannah State University, State University of West Georgia, Darton College, East Georgia College, Floyd College.

ORGANIZATION AND LAW COMMITTEE

The Committee on Organization and Law met on Tuesday, November 12, in room 453. Present were Chairman Edgar L. Jenkins, and Regents Thomas F. Allgood, Sr., S. William Clark Jr., and Elridge McMillan. Chairman Jenkins reported that the Committee had reviewed eleven appeals. The committee recommended that two appeals be continued until the December Board meeting. The committee recommended that a settlement agreement involving Georgia Southern University be approved and that the draft of by-laws be adopted. With motion properly made, variously seconded, and unanimously adopted, the Board approved and authorized the following:

A. Appeals:

1. In the matter of **Faye L. Clark** at DeKalb College, concerning awards for merit increase, the application for review was continued pending further investigation.
2. In the matter of **Doug Crane** at DeKalb College, concerning department head evaluations for 1995, the application for review was denied.
3. In the matter of **Isaiah Williams** at Savannah State University, concerning a two-day suspension, the application for review was denied.
4. In the matter of **Roy Wood** at Medical College of Georgia, concerning termination of residency, the application for review was denied.
5. In the matter of **Mohammad Bhuiyan** at Savannah State University, concerning nonrenewal of contract, that the application for review be granted and a hearing scheduled before

three members of the Board.

6. In the matter of **William G. Pendleton** at East Georgia College, concerning a grievance, the application for review was denied.

7. In the matter of **Jason M. Gibson** at University of Georgia, concerning a student disciplinary case, the application for review was denied.

8. In the matter of **Dr. Alexander Ross** at the University of Georgia, concerning termination of employment, the application for review was denied.

9. In the matter of **William A. Kerns** at Albany State University, concerning nonrenewal of contract, the application for review was denied.

10. In the matter of **Donnie Morgan** at Georgia College & State University, concerning termination of employment, the application for review was continued pending further review.

11. In the matter of **Johnnie Hicks-Johnson** at Albany State University, concerning termination of employment, the application for review was granted and a hearing will be scheduled before a Committee of the Board, or a Hearing Officer.

B. Settlement Agreement

In the matter of Theresa Hobbs v. the Board of Regents, (Georgia Southern University), the Committee recommended that the Chancellor be authorized to execute a Settlement Agreement in the amount of \$175,000.

C. Bylaws

The new Bylaws of the Board of Regents, having been on the table for sixty days, were approved. By unanimous consent, the Board waived the "one-month" rule and approved the addition of the Teaching Hospital Committee as a Standing Committee of the Board.

COMMITTEE ON REAL ESTATE AND FACILITIES

The Committee on Real Estate and Facilities met on Tuesday, November 12, 1996, in room 473. Chairman J. Tom Coleman, Jr., reported seven items, three of which were action items. There were two information items, one, item "7", being added by unanimous consent. Item "2" was deferred until the December Board Meeting. The three action items were recommended for approval as submitted to the Board. Motion made and seconded, the Board unanimously approved and authorized the following:

1. Authorization of Project "Upgrade HVAC System for Annex (HS)", Medical College

Approved: The Board authorized Project "Upgrade HVAC System for Annex (HS)", Medical College of Georgia with a total project budget of \$699,710, using interest Income.

The project will replace the air handling units, chiller and electrical service as part of an upgrade of the HAVAC System serving the 136,000 square foot space. The purpose of the upgrade is to control the moisture content of ventilation air for the building air distribution systems.

Occupant concerns regarding indoor air quality have increased since move-in and the use of plants, clean filters, and other alternatives have not resolved the situation.

The construction cost of the renovation is \$580,000 (\$4.32 per square foot) for two air handling units, a new chiller, associated ductwork, supports, piping and screening.

The building currently contains business support for Fiscal Affairs & Planning, Business Operations and Hospital & Clinics.

The project was approved as a part of the annual capital budget process.

If the project is approved the staff, in conjunction with the Medical College of Georgia, will proceed with the selection of an engineering firm.

2. Demolition of Building Medical College of Georgia

This item was deferred to December meeting.

3. Non-Exclusive Easement for Utility Installation, The University of Georgia.

Approved: The Board declared an approximately 30' x 1100' tract of land on the campus of The University of Georgia to be no longer advantageously useful to the University of Georgia or other units of the University System of Georgia, but only for the purpose of allowing this land to be used under the terms of a non-exclusive easement by the Athens Clarke Unified Government to install, inspect, operate and maintain a water line a sewer line to serve The University of Georgia.

The Board authorized the execution of a non-exclusive easement with the Athens Clarke Unified Government covering the above referenced tract of land for the installation, inspection, operation and maintenance of water and sewer lines.

The terms of this non-exclusive easement will be subject to review and legal approval of the Office of the Attorney General.

The water and sewer lines to be installed in this easement will service a new lab building being constructed and paid for entirely by the U.S. EPA on property previously leased from the Board of Regents.

The lease with the EPA was approved by the Board in February 1991. The EPA facility will be used for biological and environmental research and will benefit the University of Georgia through a collaboration in areas of interest for both education and research within The University through Graduate Student training. This collaboration will include the fields of estuarine and waste water treatments, wetland ecology, biotechnology, aquatic toxicology, environmental chemistry, hydrology, remote sensing and computer sciences.

The easement will be in a 100 foot wide parcel intended for use as an access road.

The easement will affect the campus beneficially by serving the future development of a 50 acre

parcel between the EPA facility and the Oconee River.

Consideration for the granting of this easement will be water and sewer service to the parcel to be used for future development of campus facilities.

4. Facility Naming Policy

Approved: The Board rescinded the current policy on names of buildings, facilities or streets and replace it with a new policy.

THE CURRENT POLICY:

Section 912 Names of Buildings, Facilities or Streets

Buildings, facilities or streets in the University System may be named by the Board of Regents upon the recommendation of the President and Faculty of an institution. Buildings, facilities or streets shall not be named for living persons.

THE NEW POLICY:

The Board of Regents considers the naming of a University System facility or street in honor of an individual to be one of the highest distinctions that it can bestow. In light of the importance and magnitude of this honor, the following policy shall apply to the naming of all physical facilities and streets on all campuses within the University System of Georgia. The term "physical Facility" is intended to include buildings of all types, as well as all sports facilities. It is also intended to include all outdoor areas that may not have physical walls but are nonetheless identifiable areas of campus landscape, such as quadrangles, gardens, lakes, recreation fields, etc.

Cautionary Admonition

The act of naming a University System facility or street for a person is the conferral of not only a high honor but also a conspicuous honor. It publicly exhibits the judgment and standards of the University System of Georgia and signifies lasting approval of the actions of the person being honored. Given the fact that a name may be on display for decades, the task of naming should not be taken lightly. Rather, each institution should carefully consider each name, seek advice, and use the utmost discretion in ensuring that those upon whom such an honor is bestowed are truly worthy of it.

Limitations On Names

In the past, the Board has stated that the naming of a building or a street should be a posthumous honor. However, in order to allow for the individual being honored to enjoy and take part in the honor when it is bestowed, the Board of Regents will allow facilities and streets to be named after a living individual if the person to be honored has provided outstanding service to the institution, to the state, to the nation, or to society, and has served with distinction.

When a naming is to honor a person for outstanding and distinguished service as a public servant, that person must have been disassociated from employment by the University System or from state or federal government employment for a least two years prior to the naming.

In light of the fact that every institution within the University System is different, "outstanding service" is intended, to a certain extent, to be a flexible standard. Each naming situation must be judged on its own merits after taking into account the facts that are relevant to the person being honored and the institution involved. The president of each institution shall endeavor to ensure that the proposed naming is consistent with the interests of the institution and the University System and that the value of the service warrants the action proposed. The Board of Regents must approve the proposed name of a facility or street.

5. Information Item: Albany State

New construction on the Dormitories and Central Energy Plant is underway with rough

grading of construction of the Academic Building and Health, Physical Education and Recreation (HPER) facility being initiated. Permits for construction have been obtained and distribution of utilities along Radium Springs Road is underway. A Federal Grant Funded structural analysis of the Historic Buildings which are to be restored has been completed. The original President's Home is scheduled to be restored (as administrative space) by March of this year and the other two structures are anticipated to begin restoration in July.

6. Information Item: Guidelines for Leasing of Dorm Space

Currently, new guidelines are being developed for the leasing of dorm space to groups external to the University System of Georgia for a maximum term of one year. A policy recommendation will be presented to the Board in December.

COMMITTEE ON FINANCE AND BUSINESS

The Committee on Finance and Business Operations met Tuesday, November 12, 1996, in room 473. Chairman Cannestra reported that one item reviewed required action and one item was informational. A request came from Albany State University, Kennesaw State University, and Savannah State University to make amendments to the Fiscal Year 1997 budget. The Committee recommended approval to the amendments. There was some discussion over the informational item. Motion made and seconded, the Board unanimously approved and authorized the following:

1. APPROVED AMENDMENTS TO FISCAL YEAR 1997 BUDGET.

2. INFORMATION ITEM: PRIVATIZATION REPORT OF THE UNIVERSITY SYSTEM OF GEORGIA COLLEGES AND UNIVERSITIES

The staff reported on the efforts of the institutions during the past year with regard to privatization of services. The report focused on some of the issues that influence institutions in deciding whether or not to privatize or outsource certain functions.

Regent Cannestra stated that full communication must exist between the institutions and their students, faculty and general public to ensure that privatized services will meet their needs.

THE SPECIAL TEACHING HOSPITAL COMMITTEE

The Special Teaching Hospital Committee met on Tuesday, November 12, 1996. The Committee recommended approval for the authorization for Establishment of a Cooperative Relationship, Medical College of Georgia. Motion made and seconded, the Board unanimously approved and authorized the following:

1. Authorization for Establishment of a Cooperative Relationship, Medical College of Georgia.

Approved: The Special Teaching Hospital Committee recognizes the need of The Medical College of Georgia Hospital and Clinics for greater fiscal and administrative flexibility so that the Hospital and Clinics may more effectively support the teaching mission of the Medical College of Georgia in a constantly changing managed health care environment. The Committee therefore recommends that the Board authorize the Medical College of Georgia to enter into

agreements with MCG Health, Inc. ("MCG Health"), a Georgia nonprofit corporation and a cooperative organization of the Board of Regents, for various services and activities related to managed health care. Any such agreement shall include appropriate oversight, reporting, and auditing provisions as required by Board of Regents policies regarding cooperative organizations.

CHANCELLOR'S REPORT

Dr. Portch began his report by noting his visits to seven System campuses as well as attending the Albany State University versus Fort Valley State University football game in Columbus, Georgia.

He then reported that there exists an unusual energy on the System campuses this fall. He noted that this is particularly evident at North Georgia. The Chancellor spent the day on that campus meeting every constituent group, reviewing a military parade, and winning the Running Regents' first basketball game of the season. He noted that each group he met with was extremely pleased with the announcement that Sherman Day was staying on through the next academic year as acting President. He said that this particular campus visit ranked as one of the best.

Dr. Portch then cited System students who have recently received an award. Angela M. Bonet-Garcia, currently a non-traditional student at DeKalb College and Cecelia Hyers, a graduate of Waycross College and a present student at the University of Georgia, were both named recipients of NACA Southeast student leadership awards out of just four given in the Southeast. These awards are given to recognize the achievements of undergraduate student leaders enrolled in institutions in the Southeast region. Cindy Clark, a student majoring in middle grades education at Valdosta State University, was one of 53 International Phi Delta Kappa award winners recently selected for her "Excellence in Student Teaching."

Citing faculty who continue to innovate and achieve, the Southern States Communication Association named Dr. Carl M. Cates, Assistant Professor of Communications Arts at Valdosta State University, as the annual recipient of the outstanding new teacher award for his special concern for students and learning. Valdosta State University Professor Ronald Barnette has recently been featured in several local and national publications regarding his Philosophy 390 class in what may be the world's largest classroom. His "Virtual Classroom" is conducted totally via e-mail and the World Wide Web and consists of students from 11 countries from Malaysia to great Britain. For the second year in a row, the Carnegie Foundation for the Advancement of Teaching named a Georgia Tech Professor as Georgia Professor of the year. This year the award goes to Professor Dave McGill. In addition to teaching Civil Engineering and Aerospace Engineering, he is the full-time Director of the Center for the Enhancement of Teaching and Learning. Professor Anne Hudson of Armstrong Atlantic State University was one of only four national winners named by the Carnegie Foundation. Professor Hudson teaches nearly all the math at Armstrong and also trains students for competition. In 1994, she directed a high school U.S. Mathematics Olympiad team that won the world competition in Hong Kong.

Dr. Portch then cited programs which had recently received recognition. The Medical College of Georgia received a \$60 million contract for managing health care in Georgia's prisons next year. In providing health care for the prisoners, MCG will make intensive use of its telemedicine program. The Southeast Region of the National Association of Student Personnel Administrators (NASPA), presented the 1996 Innovative Programming Award to Georgia College and State University for their focus on Student Learning and their collaborative approach to student services by the Student Affairs and Academic Affairs divisions.

Dr. Portch recognized the faculty at Georgia College & State University which hooked up with the USS Carl Vinson aircraft carrier in the Persian Gulf via GSAMS. The Historic, 90 minute conference stemmed from a visit that commanding officer Larry Baucom made to the campus to see the Carl Vinson Collection. The school now plans to offer courses to the carrier's 5,000 sailors.

The Advanced Academy of Georgia located at the State University of West Georgia was prominently featured in School Board News, a bimonthly publication of the National School Boards Association, in its October 15 issue. The Academy is now in its second year for academically superior high school juniors and seniors. Enrollment of 43 students is more than double its first year enrollment.

Dr. Portch then recognized the contributions of System Presidents. President Francis J. Tedesco is the 1996 Recipient of the St. Louis University School of Medicine's Annual Alumni Merit Award.

The Chancellor then turned the Board's attention to a recent SREB report which gave a data-based assessment on the System's progress. The percentage of Georgia high school graduates enrolling in college has increased from less than 50% in 1988 to 59% in 1994, now exceeding the national average. Average scores on the SAT in Georgia continue to trail the national average, but the gap between the National average combined score and Georgia's average is higher now than it was 10 years ago even though a higher percentage of Georgia Students take the SAT now compared to 10 years ago (63 percent compared to about 49 percent.) Average SAT verbal scores for high school seniors in Georgia are higher than 10 years ago. Although Georgia's average verbal scores are higher, national averages are lower than 10 years ago. But average SAT Mathematics scores for Georgia's High School Seniors are no closer to the national average now

than 10 years ago. Average SAT Mathematics scores have shown a steady rise in the nation and in most states over the 10-year period. Georgia's average mathematics scores have kept pace with the increase nationally. Nationally, about one of three entering Freshmen take remedial instruction. About 30% of entering Freshmen take remedial courses in reading, writing or mathematics at Georgia's public four-year colleges. In the most recent SREB benchmark survey, only five SREB states reported six-year graduation rates of 50 percent or more. Forty-seven percent of the freshmen at Georgia's public colleges and universities graduate within six years. Georgia's six-year graduation rate at public four-year colleges is in the middle of the range for SREB states. The national average is about 57 percent. Another measure of college completion is the percentage of adults who have earned two-year and four-year college degrees. Georgia ranks fifth in the percentage of adults who have earned at least a two-year college degree among the SREB states. Only two SREB states are above the national average (Maryland and Virginia). About the same percentage of Georgia adults have earned four-year college degrees as is the case nationally and regionally. Almost 20% of adults in Georgia are graduates of four-year colleges; the fourth highest percentage among the SREB states. (Only Maryland, Texas and Virginia are at or above the national average). Salaries for faculty at public four-year colleges in Georgia are 24% higher than in 1990; the National increase was 21%. Georgia's average salaries for four-year college faculty are the fourth highest in the SREB region but are still below the national average. Increases in average faculty salaries at the public two-year colleges in Georgia increased 20% since 1990, keeping pace with the national increase. Tuition and fees for Georgia residents at Georgia's public colleges and universities (the median institution) are in the middle among the SREB states and are well below the national median. This makes Georgia a "low tuition" state. Tuition now accounts for 25% of public college revenues in Georgia. In the nation, tuition accounts for 31% of public college revenues compared to 25% ten years ago.

Dr. Portch then reminded the Board of last month's presentation on the PREP and P-16 initiatives, when the discussion turned to working with youngsters in at-risk situations. One of West Georgia's participants, 13-year-old Sabrina Alford, was murdered, along with her brother, in an apparent domestic situation. Dr. Bobby Powell, who made that presentation, said, "Sabrina was an outstanding student, a leader..." The local newspaper reported that her principal described Sabrina as "A good leader and a very pleasant young person. Straight A's were her marks... Over the summer, she attended college prep courses at the State University of West Georgia." In the name of Sabrina, stated Dr. Portch, we need to redouble our efforts to be a player in breaking the cycle of poverty and violence. Education is at the core of such efforts. This concluded the Chancellor's report. **STRATEGIC PLANNING COMMITTEE**

Chairman Leebern reminded the Board that at the October Board Meeting, Dr. Jim Muyskens and several members of the Regents' staff provided a demographic report about Georgia. The report provided the Board with information about the people of the state, especially those which the University System will need to serve. It also included a consideration of several factors involved in managing enrollment growth. He then pointed out that today's presentation will focus on economic needs of the state. As the Board's Vision Statement notes, the University System "will be characterized by active partnerships with business and industry...in order to analyze, project and respond to changing state and regional needs, to support Georgia's economic and cultural development and to insure that its graduates are prepared for the future."

Assistant Vice Chancellor of Development and Economic Services, Annie Hunt Burriss reported to the Board on the first survey of the business community of Georgia. She said the Strategic Planning Committee believes that the benchmark business survey will become an annual tool to measure the System's success as the Board's vision of "access to educational

excellence" is pursued. She noted that while the primary "customers" of the System are the students and their parents, the System also has a responsibility to serve and partner business and industry and the non-profit sector. The perception of business leaders surveyed is that Georgia is a state in which to conduct business, has a pro-business climate, a good transportation system and a status as a regional hub. This perception was gathered from business leaders surveyed from 92 of the 159 counties and represents leaders from the goods and services industries and a cross-section of economic developers. She then recognized Dr. Roger Tutterow of Kennesaw State University, the primary investigator on the project. The survey was also aided by the Governor's Budget team. Turning to perceptions of education, the quality of education in Georgia receives mixed reviews from the survey. While the University System and the Department of Technology and Adult Education are generally well regarded, the quality of the Georgia's secondary and elementary schools evokes concern. The Academic Teaching Mission received an 84% approval rating, and the missions of Research and Public Service received approval ratings of 72% or higher. Turning to the area of "needs," business leaders cited the needs for oral communications and strong critical thinking skills from prospective workers, as well as strong writing skills. They also noted the need for employees who possess teamwork skills. There was positive response to the idea of "out-sourcing" employee education programs to a college or university rather than doing it internally. She ended by saying that another survey would be sent out in February and that the annual goal is to measure the perceptions of how effective the System is at preparing students for success beyond graduation and serving as a partner in Georgia's economic development.

Mr. Milton Martin, Assistant Commissioner of the Georgia Department of Labor, gave a summary of the present Georgia job market. Projections reach to the year 2005 and cover approximately 750 occupations in Georgia, and approximately 360 industries. The dramatic growth in the services sector is expected to continue with over 500,000 jobs being created from 1994 to 2005, with educational institutions producing roughly 95,000 of that number. Jobs requiring Baccalaureate degrees are expected to generate approximately 22,000 jobs per year; a baccalaureate degree plus work experience will generate an additional 12,000 (per year). Regarding Masters level occupations, Mr. Martin stated that speech pathology is an area where a large demand is predicted. Rapidly growing Associate level occupations fall mainly in the health services area. Currently, there's a national effort to develop an occupation/information system whereby through a Federal/State partnership supply and demand data can be provided from institutional sources.

Dr. Ratajczak, Professor of Economics at Georgia State University, gave an overview of employment in the State of Georgia. He pointed out that the net additions to service sector jobs receive a higher annual wage than the average wage for all employment. The trade sector, on the other hand, provides 25% of the economy. He said jobs in the suburbs of Atlanta will continue to have the strongest growth, but Cherokee, Fayette, Gwinnett, Henry, Marion, and Murray counties are also quickly growing. Knowing the needs of an area determines its growth, but the biggest issue in regard to work force need is not whether an industry will find the people they need, but the cost at which they will find them. Dr. Ratajczak said that this is the issue which determines whether or not that industry will grow. If the cost of finding capable workers becomes too high, the industry will move. He said integral to understanding workforce needs is to recognizing areas where large turnover exists, and also, where large numbers of retirements or layoffs may occur. It is equally necessary to recognize the import and export of workers. At present, there are no figures which tell what percentage of workers are trained in Georgia institutions, and what percentage are imported.

Dr. Muyskens closed the presentation by asking the Board members to review the materials distributed. Discussion will be continued in the December Board meeting. Regent Leebern then called for a motion to adjourn the meeting of the Committee as a Whole. So moved and seconded, the regular Board meeting was reconvened.

UNFINISHED BUSINESS

Chairman Allgood asked Dr. Portch to bring the Board up to date on the unfinished business of nomenclature. Dr. Portch stated that three nomenclature items were carried over from the previous meeting. He said that all three had been given full support by the institution presidents. He then called each item for separate vote:

- 1) Clayton State College to Clayton College & State University
- 2) Macon College to Macon State College (Effective upon admission of students into recently approved baccalaureate degree programs.)
- 3) North Georgia College to North Georgia College & State University

Items 1 and 2 were passed unanimously; item 3 was passed, with negative votes being recorded for Regents Hand, Leebern, Rhodes, Anderson, and Jones. **PETITIONS AND COMMUNICATIONS**

Regent Elsie Hand was honored with the naming of the Elsie P. Hand Allied Health Building at Thomas Tech.

Chairman Allgood visited Tifton Georgia to participate in the dedication of a new addition to the Tifton Veterinary Diagnostic Laboratory for a Dairy Science Research Facility.

Regent S. William Clark Jr. attended the Plaza lighting dedication and name change celebration at Coastal Georgia Community College, the Georgia vs Vanderbilt football game, and three separate functions at Waycross College.

ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 11:30 a.m. on November 13, 1996.

s/ GAIL S. WEBER
Gail S. Weber
Secretary, Board of Regents
University System of Georgia

s/ THOMAS F. ALLGOOD, SR.
Thomas F. Allgood, Sr.
Chair, Board of Regents
University System of Georgia