



BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
270 Washington Street, S.W.
Atlanta, Georgia 30334

BOARD OF REGENTS MEETING AGENDA
Tuesday, August 10, 2010

<u>Approximate Times</u>	<u>Tab</u>	<u>Agenda Item</u>	<u>Presenter</u>
11:00 AM Room 7019	1	Executive & Compensation Committee Meeting	Chair Willis Potts
12:00 PM Room 7010	2	Board Luncheon	
1:00 PM Room 7007	3	Call to Order	Chair Willis Potts
	4	Invocation	Regent C. Thomas Hopkins
	5	PledgeApproval of June Minutes	Chair Willis Potts
	9	Chair's Remarks	Chair Willis Potts
	10	Committee of the Whole: Student Success	
	11		

BOARD OF REGENTS MEETING AGENDA
Wednesday, August 11, 2010

<u>Approximate Times</u>	<u>Tab</u>	<u>Agenda Item</u>	<u>Presenter</u>
9:00 AM Room 7007	15	<u>Track II Committee Meetings Continued</u> Internal Audit, Risk, & Compliance	Regent Kessel Stelling
10:00 AM Room 7007	16	Call to Order	Chair Willis Potts
	17	Invocation	

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AGENDA
COMMITTEE OF THE WHOLE: STUDENT SUCCESS

August 10, 2010

1. Presentation of the Learning Support Taskforce Recommendations

During the 2009-2010 academic year, the Learning Support Task Force conducted a detailed study of current organization, policy, and practice throughout the University System of Georgia. The Learning Support Task Force reviewed numerous data reports on student placement and eventual student success. After thorough study and discussion of all available data, the Learning Support Task Force finalized a set of recommendations that will be presented.

AGENDA
COMMITTEE OF THE WHOLE: STUDENT SUCCESS

August 10, 2010

1. BOR Policy 4.2.1.1 Revision

3. **SCIENCE:** Three (3) units of science, with at least one laboratory course from the life sciences and one laboratory course from the physical sciences. Students who graduate in 2012 or later must have four (4) units of science. Georgia Public high School graduates must have at least one (1) unit of biology, one (1) unit of physical science or physics, and one (1) unit of chemistry, earth systems, environmental science, or an advanced placement science course.
4. **SOCIAL SCIENCE:** Three (3) units of social science, with at least one (1) course focusing on United States studies and one (1) course focusing on world studies.
5. **FOREIGN LANGUAGE:** Two (2) units in the same foreign language emphasizing speaking, listening, reading, and writing. Two (2) units of American Sign Language may be used to satisfy this requirement.

In addition to these minimum requirements, students are encouraged to take additional academic units in high school to improve their probability for admission and success.

Freshman Index

A designated score on the Freshman Index (“FI”), which is based on a combination of a student’s SAT I or ACT assessment scores and high school grade point average (HSGPA). The Freshman Index is:

1. $FI = 500 \times (HSGPA) + SAT \text{ Verbal/Critical Reading} + SAT \text{ I Math (or)}$
2. $FI = 500 \times (HSGPA) + (ACT \text{ Composite} \times 42) + 88$

The minimum FI required for admission to a:

1. Research university is 2500;
2. Regional university is 2040;
3. State university is 1940; and,
4. State or two-year college is 1830.

In addition to the FI, students must have a minimum SAT I Verbal score of 430 and Mathematics score of 400 (or ACT equivalent) for admission to a university (research, regional, or state).

Students without these minimum scores but with SAT I scores of at least 330 Verbal and 310 Mathematics may be considered for admission to a two-year college, but will be required to exempt or exit learning support (“LS”) in the areas of deficiency.

Institutions may set higher requirements for admission. Students meeting the minimum FI requirements are not guaranteed admission.

Proposed Policy:

4.2.1.1 Freshman Requirements

Students applying for freshman admissions to a USG institution must meet the following criteria.

Required High School Curriculum

Completion of the USG's Required High School Curriculum ("RHSC") requirements and graduation from a high school accredited by a regional accrediting association (such as the Southern Association of Colleges and Schools) or the Georgia Accrediting Commission or from a public school regulated by a school system and state department of education.

Students applying to any institution must present credit for sixteen (16) specified units. Students who graduate from high school in 2012 or later must present credits for seventeen (17) specified units. The 16 (17 for students who graduate in 2012 or later) specified USG units are:

1. MATHEMATICS: Four (4) units of Mathematics, including Algebra I, Algebra

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COMMITTEE OF THE WHOLE: PERSONNEL AND BENEFITS

August 10, 2010

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APPROVAL ITEMS

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(Joint meeting with Finance & Business Operations / *To Be Addressed By Committee of the Whole*)
2. Approval of Healthcare Plan Premiums for Plan Year 2011 3
(Joint meeting with Finance & Business Operations / *To Be Addressed By Committee of the Whole*)
3. Approval of Dental Plan Premiums for Plan Year 2011 4
(Joint meeting with Finance & Business Operations / *To Be Addressed By Committee of the Whole*)
4. Approval of Revision to the Policy Manual Section 8.2.19 Tuition Assistance Program 5
(Joint meeting with Finance & Business Operations / *To Be Addressed By Committee of the Whole*)

AGENDA

COMMITTEE ON PERSONNEL AND BENEFITS

August 10, 2010

1. Approval of Health Insurance Plan Changes for Plan Year 2011

Recommended: That the Board approves the following health insurance plan changes for the University System of Georgia for Plan Year 2011 to become effective January 1, 2011.

- Implement a voluntary alternative network as an additional option for Preferred Provider Organization (PPO) and High Deductible Health Plan (HDHP)
- Self-fund Blue Cross Blue Shield (BC/BS) HDHP and Health Maintenance Organization (HMO)
- Continue to seed Health Savings Account (HSA) for both current and new enrollees at one-half of the 2010 levels
- Tobacco use surcharge of \$50 monthly
- Minor changes to prescription plan
- Implement various “wellness” provisions
- All future retirees and spouses of retirees will pay the full cost of insurance for not enrolling in Medicare Part B when they become eligible

The basic purposes for these recommendations are described briefly below:

The implementation of a voluntary alternative network as an additional option for PPO and HDHP will create a 15% - 20% greater average discount on claims paid, with a potential savings of \$8 - \$10 million dollars.

The self-funding of the BC/BS HDHP and HMO will save the USG excess premium fees/taxes, risk and retention fees. This plan change would produce an estimated annual savings of \$8.5 - \$10 million dollars.

Continuing to seed the Health Savings Account will assist in encouraging employees to enroll in the High Deductible Health PPO Plan.

The tobacco use surcharge will not only encourage employees to choose a healthy life style but it will create \$5 million dollars annually in additional employee contributions.

1. Approval of Health Insurance Plan Changes for Plan Year 2011 (Continued)

Medco, the USG's Pharmacy Benefit Manager has identified over \$4 million dollars in savings without major burdens placed on our employees. These include a \$5 per co-pay increase on brand name prescriptions, better coordination with Medicare coverage, better utilization of specialty pharmacies and waivers of some co-pays with use of generic vs. brand name prescriptions.

The implementation of various wellness incentives to include but not limited to a completion of an on-line health assessment, waiving of co-pays for continued use of maintenance medications, or a premium holiday for successfully completing a smoking cessation or weight loss program.

The implementation of all future retirees and spouses of retirees paying the full cost of insurance for not enrolling in Medicare Part B would encourage them to do so when they become eligible.

2. **Approval of Healthcare Plan Premiums for Plan Year 2011**

Recommended: That the Board approve the Healthcare Plan premiums for the University System of Georgia for Plan Year 2011 as shown in Appendix A, to become effective January 1, 2011.

Background: The Board of Regents has contracted with Mercer Consulting to conduct an actuarial analysis of premium requirements for its programs based on projections of medical cost increases, University System of Georgia employee demographics and recent claims experience.

3. Approval of Dental Plan Premiums for Plan Year 2010

Recommended: That the Board approve the Dental Plan premiums for the University System of Georgia for Plan Year 2011 to become effective January 1, 2011.

Background: The Dental Plan rates will increase for Plan Year 2011 by 10%, as reflected in Appendix B. The Dental Plan is fully employee paid.

4. **Approval of Revision to the Policy Manual Section 8.2.19 Tuition Assistance Program**

Recommended: That the Board approves the revision to the Policy Manual Section 8.2.19 Tuition Assistance Program to become effective January 1, 2011.

Background: The Tuition Assistance Program (“TAP”) of the USG is a general benefit provided to any full-time staff and faculty member of the USG. It enables full-time employees to take courses offered by USG institutions at no cost, assuming there is space remaining in class. As a general benefit, the employee acquires no additional obligations in return for this free access to courses.

The proposal to increase the number of hours would provide the employee the opportunity to take an additional credit hour or up to nine (9) academic semester credit hours for each of the three (3) designated semester periods. This number of credit hours is consistent with a student taking a three-fourth load.

This change will provide an incentive for motivated employees working full-time to complete their degree program in less time.

Current Policy

8.2.19 Tuition Assistance Program

The USG and its institutions will encourage full-time faculty, staff, and administrators to participate in development activities and study by remitting tuition for those activities that have been authorized by the employee’s institution. Pa(p)IJ 0.0ei

Assistance Program participation will be granted on a space-available basis. For limited-slot enrollment programs, approval must be granted by the teaching institution. An employee must receive a grade of C or better in each approved Tuition Assistance Program academic course.

Employees may not enroll in the following professional schools:

1. Dental
2. Medical
3. Pharmacy
4. Veterinary
5. Law
6. Executive/premiere or comparable graduate programs

New Policy

8.2.19 Tuition Assistance Program

The USG and its institutions will encourage full-time faculty, staff, and administrators to participate in development activities and study by remitting tuition for those activities that have been authorized by the employee's institution. Participation in the Tuition Assistance Program shall be available to full-time benefits-eligible employees who have successfully completed at least six (6) months of employment in a benefits-eligible position as of the date of the Tuition Assistance Program application deadline for the desired academic semester.

Full-time employees (who meet the applicable admissions standards and who have received appropriate prior authorization from their institution) may enroll in up to ~~eight (8)~~ **nine (9)** academic semester credit hours for each of the three (3) designated semester periods: fall semester, spring semester, and summer semester.

Student status will be secondary to employee status in all considerations, including student fee

waivers. Tuition assistance is the waiver of tuition and the waiver of certain fees. Tuition Assistance Program participation will be granted on a space-available basis. For limited-slot enrollment programs, approval must be granted by the teaching institution. An employee must receive a grade of C or better in each approved Tuition Assistance Program academic course.

Employees may not enroll in the following professional schools:

1. Dental
2. Medical
3. Pharmacy
4. Veterinary
5. Law
6. Executive/premiere or comparable graduate programs

AGENDA

COMMITTEE ON ACADEMIC AFFAIRS

August 10, 2010

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I. Mission Statements

1. Revised Institutional Mission Statement, Georgia Southwestern State University

Recommended: That the Board approve the request of President Kendall A. Blanchard that Georgia Southwestern State University (“GSW”) be authorized to revise its institutional mission statement, effective August 11, 2010.

Abstract: GSW seeks approval to revise its institutional mission statement as a result of its ongoing planning efforts. The revised mission statement more succinctly iterates the institution’s commitment to providing students with a personalized and challenging experience in preparation for future roles and careers.

Current Mission Statement

Georgia Southwestern State University is a dynamic community of learning on a residential campus, offering students personalized and challenging experiences in preparation for successful careers, leadership roles, productive citizenship, and a satisfying quality of life. The respected faculty demonstrates dedication to teaching and offer outstanding professional and degree programs of study with a foundation in the liberal arts and sciences. Learning is strengthened by an effective student-oriented staff committed to the optimal development of each student. The location, atmosphere, and relationships of the University create a stimulating environment for intellectual inquiry in pursuit of truth and knowledge.

Proposed Mission Statement

Georgia Southwestern State University cultivates excellence in learning and teaching that encourages intellectual, personal, and social growth for students, faculty, staff and the community. Georgia Southwestern State University is a comprehensive state university within the University System of Georgia that offers a full range of bachelor degree programs, along with selected master’s and specialist degree programs.

2. **Revised Institutional Mission Statement, University of Georgia (Continued)**

With its statewide mission and core characteristics, the University of Georgia endeavors to prepare the University community and the state for full participation in the global society of the twenty-first century. Through its programs and practices, it seeks to foster the understanding of and respect for cultural differences necessary for an enlightened and educated citizenry. It further provides for cultural, ethnic, gender and racial diversity in the faculty, staff and student body. The University is committed to preparing the University community to appreciate the critical importance of a quality environment to an interdependent global society.

As a comprehensive land-grant and sea-grant institution, the University of Georgia offers baccalaureate, master's, doctoral and professional degrees in the arts, humanities, social sciences, biological sciences, physical sciences, agricultural and environmental sciences, business, environmental design, family and consumer sciences, forest resources, journalism and mass communication, education, law, pharmacy, social work and veterinary medicine.

The University attracts students nationally and internationally as well as from within Georgia. It offers the state's broadest array of responsibilities in graduate and professional education, and thus a large minority of the student body is post-baccalaureate. The predominantly Georgian undergraduate student body is a mix of highly qualified students originally admitted as freshmen and selected transfer students principally from other University System institutions.

With original scholarship, basic and applied research, and creative activities constituting an essential core from which to draw, the impact of the land-grant and sea-grant mission is reflected throughout the state. Cooperative extension, continuing education, public service, experiment stations and technology transfer are all designed to enhance the well-being of the citizens of Georgia through their roles in economic, social, and community development.

As it has been historically, the University of Georgia is responsive to the evolution of the state's educational, social and economic needs. It aspires through its strategic planning to even closer contact and interaction with public and private institutions throughout the state as well as with the citizens it serves.

Proposed Mission Statement

The University of Georgia, a land-grant and sea-grant university with statewide commitments and responsibilities is the state's oldest, most comprehensive, and most diversified institution of higher education. Its motto, "to teach, to serve, and to inquire into the nature of things," reflects the University's integral and unique role in the conservation and enhancement of the state's and nation's intellectual, cultural, and environmental heritage.

2. **Revised Institutional Mission Statement, University of Georgia (Continued)**

The University of Georgia shares with the other research universities of the University System of Georgia the following core characteristics:

- § a statewide responsibility and commitment to excellence and academic achievements having national and international recognition;
- § a commitment to excellence in a teaching/learning environment dedicated to serve a diverse and well-prepared student body, to promote high levels of student achievement, and to provide appropriate academic support services;
- § a commitment to excellence in research, scholarship, and creative endeavors that are focused on organized programs to create, maintain, and apply new knowledge and theories; that promote instructional quality and effectiveness; and that enhance institutionally relevant
- § a commitment to excellence in public service, economic development, and technical assistance activities designed to address the strategic needs of the state of Georgia along with a comprehensive offering of continuing education designed to meet the needs of Georgia's citizens in life-long learning servCID uo5sf BT (ictitu) d 0 scn 59ET 1 g edcations;

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4. **Establishment of a Master of Science in Supply Chain Engineering, Georgia Institute of Technology**

Recommended: That the Board approve the request of President G. P. Peterson that Georgia Institute of Technology (“GIT”) be authorized to establish a Master of Science in Supply Chain Engineering, effective August 11, 2010.

Abstract: GIT seeks approval to establish a Master of Science in Supply Chain Engineering.

Need: Georgia’s ports, airports and intermodal rail links have led to its positioning as a global logistics gateway. As manufacturing has moved off-shore the institution’s Industrial and Systems Engineering academic center has focused on the efficient movement and storage of goods and related information from component manufacturing to product assembly and consumer delivery. Supply chain engineering is the planning and design of logistical processes and the control of such global supply chains. The proposed new degree program is aligned and coordinated with the strategic plan of Industrial and Systems Engineering. The proposed program has been developed to provide candidates with the knowledge, skills and dispositions required for managerial roles in a host of companies reliant upon personnel and processes to move and store goods, and increasingly dependent on global supply chains for manufacturing and service parts distribution. The program has been designed to develop highly-trained graduates to further develop Georgia’s logistics infrastructure and promote its role in global commerce.

Assessment: The Office of Academic Affairs will work with the institution to measure the success and continued effectiveness of the proposed program. The program will be reviewed in concert with the institution’s programmatic schedule of comprehensive program reviews.

5. **Establishment of a Collaborative Bachelor of Science / Master of Arts in Teaching Degree in STEM Fields, Georgia Institute of Technology (Bachelor of Science) and Georgia State University (Master of Arts in Teaching, STEM)**

Recommended: That the Board approve the request of Presidents Mark P. Becker and G. P. Peterson that Georgia State University (“GSU”) and Georgia Institute of Technology (“GIT”), respectively be authorized to establish collaborative opportunities for students to earn Bachelor of Science and Master of Arts in Teaching degrees in STEM fields, effective August 11, 2010.

Abstract: The institutions seek to establish a collaborative means by which students who complete degrees in STEM fields at GIT are recruited to complete Master of Arts in Teaching programs at GSU. The collaboration between the two institutions has been developed to increase the number of highly qualified K-12 educators in STEM fields. Students will be required to complete all appropriate existing requirements for study at each respective institution. The two institutions have determined that through completion of each degree and course transfer opportunities between one another, students would be able to complete the respective degrees as five-year BS/MAT degree programs. The proposed collaboration enables outstanding students to complete both degrees, one of which will be a teacher certification program in a critical needs teaching field.

6. **Ratification of the External (2 + 2, site-based), Bachelor of Science with a major in Early Childhood Education at the Paulding County Site with Georgia Highlands College, Kennesaw State University**

Recommended: That the Board ratify Chancellor Erroll B. Davis' approval of Kennesaw State University's ("KSU") request to provide the external delivery of a site-based, 2 + 2 Bachelor of Science with a major in Early Childhood Education at the Paulding County site in cooperation with Georgia Highlands College ("GHC"). At its June 2010 meeting, the Board of Regents authorized Chancellor Davis to take any actions necessary on behalf of the Board during the month of July with such actions to be ratified by the Board at the August meeting. This ratification supports action taken by the Chancellor in a letter dated July 1, 2010.

Abstract: As part of a joint project of Kennesaw State University and Georgia Highlands College, the Department of Elementary and Early Childhood Education at KSU will offer its upper-level courses in a face-to-face format at the Paulding County instructional site. The program was developed as a 2 + 2 partnership with GHC whereby students earn their associate's degrees at GHC and then complete a Bachelor of Science with a major in Early Childhood Education through KSU.

Need: The GHC-KSU partnership will help fill a void and provide access to Paulding County residents. The instructional site and cooperative effort are results of and responses to a USG study for addressing a need for academic programs in growing underserved areas. GHC students have indicated interest in an undergraduate early childhood program at the Paulding County site. Courses offered at the site also would be attractive to KSU students who live in the Paulding County area. U.S. Census Bureau statistics indicate Paulding County will have an increasing need for early childhood educators. The 2008 percentage of children under 5 years of age was above the state average.

Assessment: The Office of Academic Affairs will work with the institution to measure the success and continued effectiveness of the proposed program. The program will be reviewed in concert with the institution's programmatic schedule of comprehensive program reviews.

III. Program Terminations

7. Termination of the Doctor of Philosophy with a major in Pharmacology, University of Georgia

Recommended: That the Board approve the request of President Michael F. Adams that the University of Georgia (“UGA”) be authorized to terminate the Doctor of Philosophy with a major in Pharmacology, effective August 1, 2015.

Abstract: The Department of Physiology and Pharmacology seeks a termination of the existing program due to low enrollments. The last cohort of students was admitted to the program in August 2009. There is currently one student enrolled in the program and that student will finish by August 2015.

The decline in enrollment has occurred as faculty participate more in interdisciplinary programs such as Toxicology and Neuroscience, and students show greater interest in the department’s Physiology major. The interdisciplinary programs have attracted an increased number of well-prepared applicants to a greater degree than the traditional Physiology and Pharmacology degree programs. All graduate faculty members in the department have agreed to phase out the program. Opportunities available within interdisciplinary graduate programs (i.e., Neuroscience and Toxicology) as well as the Integrative Physiology and Pharmacology program, will accommodate students and faculty with an interest in Pharmacology.

8. **Termination of the RN to BSN, Bachelor of Science in Nursing, Medical College of Georgia**

Recommended: That the Board approve the request of President Ricardo Azziz that the Medical College of Georgia (“MCG”) be authorized to terminate the RN to BSN, Bachelor of Science in Nursing, effective January 5, 2011.

Abstract: MCG requests approval to terminate its RN to BSN, Bachelor of Science in Nursing program after the final student graduates from this particular program in December 2010. The institution will retain the following current program offerings for persons seeking nursing degrees: Bachelor of Science in Nursing and Master of Clinical Nurse Leader. Neither students nor faculty will be adversely impacted by the aforementioned termination. The School of Nursing has shifted its educational focus to these programs.

IV. Degree Credit Hour Waiver

9. Establishment of a Degree Credit-Hour Waiver for the Bachelor of Science in Health Information Administration, Medical College of Georgia

Recommended: That the Board approve the request of President Ricardo Azziz that the Medical College of Georgia (“MCG”) be authorized to establish a degree credit-hour waiver for a specific allied health program of study, the Bachelor of Science in Health Information Administration, effective August 11, 2010.

Abstract: MCG requests a degree credit-hour waiver for the Bachelor of Science in Health Information Administration. The current upper-division program hours are 69 semester credits, for a total of 129 hours. The program’s curriculum change was approved to align the program with the accrediting requirement for two separate coding courses. MCG’s comparator institutions, the University of Alabama and East Carolina University also require 69 and 73 semester hours respectively. The credit hour requirements of the program at MCG are in alignment with accrediting standards and model curricula. Upon approval, the program will increase from 126 to 129 credits, a three credit-hour increase.

V. Named/Endowed Positions

Establishment of Named Faculty Positions

Summary: Recommendations for action encompassing the following items in this document have been submitted by university system institutions seeking to establish special faculty positions developed through the philanthropy of donors. Named faculty positions are often developed to recruit scholars who have made contributions to academic life and/or knowledge in their academic discipline.

All of the requested positions meet and/or exceed minimum funding requirements per institutional sector as prescribed in *The Policy Manual*, Section 8.3.2.2, as provided in the table below.

Research and Regional Universities		State Colleges, State Universities, and Two Year-Colleges	
Distinguished University Chairs	\$ 2,000,000		
Distinguished Chairs	\$ 1,000,000	Distinguished Chairs	\$ 500,000
Chairs	\$ 500,000	Chairs	\$ 300,000
Distinguished Professorships	\$ 400,000	Distinguished Professorships	\$ 200,000
Professorships	\$ 200,000	Professorships	\$ 100,000
Distinguished Scholar	\$ 100,000	Distinguished Scholar	\$ 50,000
Fellowships	\$ 50,000	Fellowships	\$ 30,000
Lecture or Seminar Series	\$ 50,000	Lecture or Seminar Series	\$ 30,000

11. Establishment of the Athletic Association Professorship in Family and Consumer Sciences, University of Georgia

Recommended: That the Board approve the request of President Michael F. Adams that the University of Georgia (“UGA”) be authorized to establish the Athletic Association Professorship in Family and Consumer Sciences, effective August 11, 2010.

Abstract: The College of Family and Consumer Sciences has received funding for the Athletic Association Professorship in Family and Consumer Sciences and requests approval for the formal establishment of the professorship.

The Athletic Association Professorship in Family and Consumer Sciences

12. Establishment of the K. Harrison Brown Family Chair, Georgia Institute of Technology

Recommended: That the Board approve the request of President G. P. Peterson that Georgia Institute of Technology (“GIT”) be authorized to establish the K. Harrison Brown Family Chair, effective August 11, 2010.

Abstract: The GIT Foundation supports establishment of the K. Harrison Brown Family Chair in the amount of \$1,500,000. The chair is supported by the generosity of K. Harrison Brown. To allow maximum flexibility, Mr. Brown has requested that the chair be established as an “Institute Chair” and the focus of this position can be assigned at the President’s discretion to meet the Institute’s most pressing needs.

Biographical Sketch of K. Harrison Brown: Mr. K. Harrison Brown (IE 63) is president of Brown Stove Works, Inc. founded by Grover Cleveland Brown in 1935 in Cleveland, Tennessee. Brown Stove Works, Inc. was one of sixty stove manufacturers operating in the United States. Today, it is the only remaining privately held range manufacturer in America.

13. Named Faculty Positions

The administrative and academic appointments are reviewed by the Chair of the Committee on Academic Affairs.

14. Exception to the Awarding of Emeritus Status, Augusta State University

Recommended: That the Board approve the request of President William A. Bloodworth, Jr. that Augusta State University (“AUSU”) be provided an exception to award emeritus status to Prof. Tom Nakashima, effective August 11, 2010.

Abstract: AUSU seeks an exception to Policy 8.3.13 and approval to award emeritus status to Prof. Tom Nakashima. The exception is requested because the professor has worked at the university for fewer than 10 years. According to *The Policy Manual*, Section 8.3.13, Emeritus/a Title (as stated below),

A president may, at his/her discretion, confer the title of emeritus/a on any retired faculty member or administrative officer who, at the time of retirement, had ten (10) or more years of honorable and distinguished USG service, provided, however, that the title of President Emeritus/a may be conferred only by the Board of Regents on the recommendation of the Chancellor (BoR Minutes, January 2009).

Prof. Nakashima has for the last eight years served as the William S. Morris Eminent Chair in Art. Prof. Nakashima is an internationally-known artist.

AGENDA
COMMITTEE ON ORGANIZATION AND LAW

August 10, 2010

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COMMITTEE ON ORGANIZATION AND LAW

August 10, 2010

1. Applications for Review

AGENDA

COMMITTEE ON REAL ESTATE AND FACILITIES

August 10, 2010

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APPROVAL ITEMS

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2. **Authorization of Project, Project No. J-174, Infrastructure and IT Network, North Georgia College & State University**

Recommended: That the Board authorize Project No. J-174, Infrastructure and IT Network, North Georgia College and State University (“NGCSU”), with a total project budget of \$1.3 million to be funded from State General Obligation Bonds.

Understandings: The project will replace water and sewer infrastructure and complete the information technology data network (“IT”) upgrade within the original core campus/drill field area. A mini-chiller loop for four key core campus buildings (Barnes Hall, Young Hall, Hoag Student Center, and Stewart Library) will also be installed.

The project will replace 100-year old terra-cotta sewer pipes within the historic core campus, and ensure adequate utility and infrastructure capacity for renovation and new construction projects in progress.

The estimated construction cost for this project is \$1,165,000.

This project was approved for funding during the 2010 Legislative session as part of the FY 2011 capital budget.

The project is consistent with NGCSU’s Master Plan.

If authorized by the Board, the University System Office staff and NGCSU will proceed with design and construction of the project in accordance with Board of Regents procedures.

3. Authorization of Project, Project No. J-184, Veterinary Medicine Learning Center, University of Georgia

Recommended: That the Board authorize Project No. J-184, Veterinary Medicine Learning Center, University of Georgia (“UGA”), with a total project budget of \$113 million to be funded from \$38 million in non-State funds and \$75 million in General Obligation Bond funds.

Understandings: The approximately 287,000 square foot facility will comprise a teaching hospital to accommodate both large and small animals. This facility will include a community practice clinic, lameness center, large lecture hall and instructional spaces for veterinary students, offices for clinical faculty and staff, and outdoor spaces for animals.

The estimated construction cost for this project is \$87 million.

This project was approved for \$7.7 million of de

4. Authorization of Project and Appointment of Program Management Firm, Project No. PPV-94-1001, Student Activity Center, Atlanta Metropolitan College

Recommended: That the Board authorize Project No. PPV-94-1001, Student Activity Center, Atlanta Metropolitan College (“AMC”), with a total budget of \$9 million to be funded through a public private venture.

Recommended further: That the Board appoint the first-named program management firm listed below for the identified project and authorize the execution of a contract with the identified firm. Should it not be possible to execute a contract with the top-ranked firm, staff will then attempt to execute a contract with the other listed firms in rank order.

Understandings: In May 2010, the Executive Director for Real Estate Ventures, Marty Nance, presented information concerning the need to expand the student center on the campus of AMC through a privatized process.

The approximately 33,000 square foot Student Activity Center will include physical fitness, dance studio, student study, game room, lounge spaces, a bookstore, and meeting and support spaces.

In May 2010, the Board approved a mandatory \$100 student center fee for this facility.

The project is consistent with AMC’s master plan.

It is anticipated that the Board will be requested to take further action concerning this project, including the approval of ground leases and rental agreements.

Following public advertisement, a qualifications-based selection process was held in accordance with Board of Regents procedures. The following recommendation is made:

Total Project Cost:	\$9,000,000
Construction Cost (Stated Cost Limitation):	\$6,750,000

Number of firms that applied for this commission: 16

Recommended firms in rank order:

- 1)
- 2)
- 3)

5. Authorization of Project and Appointment of Program Management Firm, Project No. PPV-87-1001, Student Center, Georgia Highlands College – Bartow Campus

Recommended: That the Board authorize Project No. PPV-87-1001, Student Center, Georgia Highlands College (“GHC”) - Bartow Campus, with a total project budget of \$16.4 million to be funded through a public private venture.

Recommended further: That the Board appoint the first-named program management firm listed below for the identified project and authorize the execution of a contract with the identified firm. Should it not be possible to execute a contract with the top-ranked firm, staff will then attempt to execute a contract with the other listed firms in rank order.

Understandings: In May 2010, the Executive Director for Real Estate Ventures, Marty Nance, presented information concerning the need for a student center on the Bartow Campus of GHC through a privatized process.

The approximately 55,000 square foot Student Center will include physical education space, indoor recreation space, offices, food service facilities, an auditorium, student union spaces, student study areas, a book store and a student life center.

In May 2010, the Board approved a mandatory \$100 student support services fee for this facility.

The project is consistent with GHC’s master plan.

It is anticipated that the Board will be requested to take further action concerning this project, including the approval of ground leases and rental agreements.

Following public advertisement, a qualifications-based selection process was held in accordance with Board of Regents procedures. The following recommendation is made:

Total Project Cost:	\$16,400,000
Construction Cost (Stated Cost Limitation):	\$12,000,000

Number of firms that applied for this commission: 17

Recommended firms in rank order:

- 1)
- 2)
- 3)

7. **Authorization of Project Budget Modification, Project No. J-137, Health & Human Sciences Renovation, Georgia Southern University**

Recommended: That the Board modify the budget of Project No. J-137, Health & Human Sciences Renovation, Georgia Southern University (“GSOU”), to increase the total project budget from \$6,841,000 to \$6,973,000.

Understandings: The Health & Human Sciences Renovation project, approved by the Board in August 2007, and modified by the Board in August 2009, is in construction. The project scope was increased to include network data and cabling. The Stated Cost Limitation will increase from \$5,561,120 to \$6,118,012.

Funding of this cost increase of \$132,000 will be from GSOU institutional funds.

	<u>August 2009</u>	<u>Now</u>
Total Project Cost	\$6,841,000	\$6,973,000
Construction Cost (Stated Cost Limitation)	\$5,561,120	\$6,118,012

8. Ground Lease and Rental Agreement, Dining Hall, South Georgia College

**8. Ground Lease and Rental Agreement, Dining Hall, South Georgia College
(Continued)**

The anticipated schedule is for the LLC to have a bond closing by the end of October 2010, and

9. Rental Agreement, Golf Course, South Georgia College

Recommended: That the Board declare approximately 37.47 acres of land located on the campus of South Georgia College (“SGC”) to be no longer advantageously useful to SGC or other units of the University System of Georgia, but only to the extent and for the purpose to allow this land to be rented to the City of Douglas, Georgia, for the operation of a golf course for the benefit of SGC and the Douglas community.

Recommended further: That the Board authorize the execution of a rental agreement between the Board of Regents and the City of Douglas, Georgia, covering the above-referenced approximately 37.47 acres of land at SGC for use by the City of Douglas in the operation of a golf course for the period beginning July 1, 2010 and ending June 30, 2011, with option to renew for four consecutive one-year periods at an annual rental of \$1 with either party having the right to cancel upon 90 days notice.

Recommended further: That the terms of the above-referenced rental agreement be subject to review and legal approval of the Office of the Attorney General.

Understandings: The golf course property has been rented to the City of Douglas since March 1988. The original agreement was renewed by the Board in 1992, 1997 and again in 2002.

The rental of the golf course has permitted its rehabilitation for use by the community and SGC. Its private operation has enabled proper operation and maintenance.

SGC uses this golf course as part of its Physical Education program. The use of this facility without charge is partial consideration for this rental agreement.

10. Delegation of Naming, Pedestrian Walkways and Plazas, Campuswide, Valdosta State University

Recommended: That the Board approve the delegation of naming six (6) outdoor walkways and plazas at Valdosta State University (“VSU”) in recognition of particular donors and participants to the President of VSU.

Understandings: The President confirms that these namings will conform to the VSU naming guidelines and Board of Regents naming policy.

VSU and the Valdosta State University Foundation (the “Foundation”) have identified certain outdoor walkways and plazas that receive significant amounts of campus pedestrian traffic for sponsorship opportunities. These sponsorships will be offered to individuals, businesses, foundations, and other entities external to VSU.

Sites that have been identified include:

- (1) The brick area facing Oak Street in front of the new Student Union.
- (2) The brick area at the base of the front steps at the Odum Library.
- (3) The area surrounding the fountain at courtyard entrance to Hopper Residence Hall.
- (4) The covered kiosk located at the northwest corner of Nevins Hall.
- (5) The concrete area between Langdale and Georgia Residence Halls.
- (6) The concrete walkway in front of the Bailey Science Center.

Sponsorships will be offered for a minimum sponsorship agreement of \$10,000 per year for a maximum time period of ten (10) years per agreement. Each sponsorship will be independently negotiated and is anticipated that certain sponsorships will be negotiated at a rate significantly higher than the \$10,000 annual minimum. Sponsorship agreements will be renewable at a rate not less than the previous agreement.

All signage shall conform to campus architectural standards and shall not deviate from appropriate color schemes and shall not include any advertising slogans or sponsor contact information.

11. Authorization of Projects Funded by American Recovery and Reinvestment Act

Recommended: That the Board authorize projects to be funded by the American Recovery and Reinvestment Act (the “ARRA”).

Understandings: This approval is for projects to be presented to the Committee.

Should ARRA funding not be available, these projects will not proceed.

Should full ARRA funding not be obtained, these projects will be reprogrammed within available funding, or supplemental funding will be provided. If alternative funding is provided to supplement the ARRA funding then further Board authorization will be obtained.

These projects are included in the respective campus’ Capital Implementation Plan (the “CIP”), however none are currently contemplated for State General Obligation Bond funding within the rolling six-year CIP.

11.a. Authorization of Project, Project No. BR-81-1002, Public Computing Center, Darton College

Recommended: That the Board authorize Project No. BR-81-1002, Public Computing Center, Darton College (“DC”), with a total project budget of \$2,605,000 to be funded from the American Recovery and Reinvestment Act through the Broadband Technology Opportunities Program.

Understandings: The project will add a public computing center to the Technology Building on the DC campus. This facility will provide Southwest Georgia with free access to computers and broadband and to free training in computer/internet skills through workshops and seminars.

If authorized by the Board, and upon selection of the project by the National Telecommunications and Information Administration (“NTIA”), the University System Office staff and DC will proceed with design and construction of the project in accordance with Board of Regents procedures.

12. Ratification of Chancellor's Action

Recommended: That the Board ratify Chancellor Erroll B. Davis' actions which were approved in accordance with the authority delegated by the Board of Regents at the June 2010 meeting for Chancellor Davis to take any actions necessary on behalf of the Board between the June 2010 meeting and the August 2010 meeting with such actions to be ratified by the Board at the August 2010 meeting. This ratification is for items to be presented to the committee and supports action taken by the Chancellor during this period.

12.a. Authorization of Project Budget Modification, Physical Plant Administrative Building, Georgia Southern University

Recommended: That the Board ratify Chancellor Erroll B. Davis’ authorization of the following item which was approved in accordance with the authority delegated by the Board of Regents at the June 2010 meeting for Chancellor Davis to take actions necessary on behalf of the Board between the June 2010 meeting and the August 2010 meeting with such actions to be ratified by the Board at the August 2010 meeting. This ratification supports action taken by the Chancellor during this period.

Approved: The Chancellor administratively modified the budget of Project No. BR-66-1001, Physical Plant Administrative Building, Georgia Southern University (“GSOU”), to increase the total project budget from \$1,750,000 to \$2,687,000.

Understandings: The Physical Plant Administrative Building project, approved by the Board in March 2010, is in design. During the conceptual design phase, the scope of the program increased by approximately 5,000 square feet to accommodate an additional user group, the Environmental Services Department. This budget modification will provide for the increase in construction costs related to the additional square footage. The Stated Cost Limitation will increase from \$1,305,000 to \$2,130,625.

Funding of this project (including the cost increase of \$937,000) will be from institutional funds.

	<u>March 2010</u>	<u>Now</u>
Total Project Cost:	\$1,750,000	\$2,687,000
Construction Cost (Stated Cost Limitation):	\$1,305,000	\$2,130,625

12.b. Authorization of Project, Project No. 052-4-2008, Renovate Ground Floor, Boggs Chemistry Building, Georgia Institute of Technology

Recommended: That the Board ratify Chancellor Erroll B. Davis' authorization of the following item which was approved in accordance with the authority delegated by the Board of Regents at the June 2010 meeting for Chancellor Davis to take actions necessary on behalf of the Board between the June 2010 meeting and the August 2010 meeting.

12.c. Change in Name, Ground Leases and Rental Agreement, Student Housing and

AGENDA

COMMITTEE ON INTERNAL AUDIT, RISK, AND COMPLIANCE

August 10, 2010

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AGENDA

COMMITTEE ON INTERNAL AUDIT, RISK, AND COMPLIANCE

August 10, 2010

1. **Policy Addition: 7.15 Risk Management Policy**

Recommended: That the Board approve the proposed addition to the *Policy Manual*, 7.15 Risk Management Policy.

Background: The adoption and implementation of an Enterprise Risk Management (ERM) program previously has been identified as a key goal for the University System of Georgia. Chief Audit Officer and Associate Vice Chancellor Mr. John Fuchko, III was charged with facilitating several ERM pilots to include a pilot at Armstrong Atlantic State University and the University System Office. With the assistance of Director of Compliance and Enterprise Risk Mr. Scott Woodison, a draft Board Policy has been developed that requires the University System Office and USG institutions to adopt a risk management framework and procedures modeled on ERM

1. Policy Addition: 7.15 Risk Management Policy (Continued)

risks; as a result, a series of risk events may result in a collective set of consequences that is more impactful than the discrete set of consequences associated with risk events taking place in isolation. Risk is inherent to any activity. It is neither possible, nor advantageous, to entirely eliminate risk from an activity without ceasing that activity. The safest ships are the ones that do not sail, but that is not what they are designed for.

A risk is defined as **Major**

1. **Policy Addition: 7.15 Risk Management Policy (Continued)**

1. Willful exposure of students, employees, or others to unsafe environments or activities;
2. Intentional violation of federal, state, or local laws;
3. Willful violation of contractual obligations; or,
4. Unethical behavior.

Risk management decisions should be made after conducting a cost-benefit analysis; such analysis should take into account the potential costs associated with the identified risk should the risk event take place as compared to the costs associated with mitigating the risk. It should be noted that these costs are not only financial but may also include substantial damage to reputation, opportunity costs, potential litigation, distraction from core missions, obsolescence and others.

While it is challenging to properly assess some risk events prior to them happening, **Major Risks** that could result in significant long-term damage to the USG or a USG institution must be identified to the Board and the Chancellor as soon as possible. Acceptance of **Major Risks** must be at the discretion of the Board and the Chancellor. The System-level procedures manual referenced in Section 7.15.5.4 of this Policy Manual shall provide additional guidance on the timing and form pertaining to the reporting of **Major Risks**. **Significant Risks** should be identified in a timely manner. **Significant Risks** specific to an institution or unit shall be accepted and/or managed by the institution's president or the presidents

1. Policy Addition: 7.15 Risk Management Policy (Continued)

The Risk Management Policy is intended to:

1. Ensure that **Major Risks** are reported to the Board and the Chancellor for review and acceptance;
2. Result in the management of those risks that may significantly affect the pursuit of the stated strategic goals and objectives;
3. Embed a culture of evaluating and identifying risks at multiple levels within the USG and USG institutions;
4. Provide a consistent risk management framework in which the risks concerning USG and institutional business processes and functions are identified,

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1. **Policy Addition: 7.15 Risk Management Policy (Continued)**

2. **Policy Revision: 7.10.2 Internal Audits**

Recommended: That the Board approve the proposed revision to the *Policy Manual*, 7.10.2 Internal Audits.

Background: Internal audit professional standards mandate that the internal audit function report to a level within the organization that is sufficient to protect the independence and objectivity of the audit function. Compliance with internal audit professional standards is periodically assessed by an external reviewer. The most recent external review of the USG audit function identified some opportunities for improvement. One of the action steps in response to the external review was to propose a clarification of USG internal audit reporting lines.

Currently, an institutional audit director dually reports to the institution president and to the USG chief audit officer. The USG chief audit officer dually reports to the USG Chancellor and to the Committee on Internal Audit, Risk, and Compliance of the Board of Regents. The proposed clarification to Board policy would outline coordination requirements pertaining to significant personnel actions, to include appointment and termination, involving institutional audit directors. Specifically, institutional presidents would be required to consult with the USG chief audit

2. **Policy Revision: 7.10.2 Internal Audits (Continued)**

reports and recommendations shall be assigned to the Committee on Internal Audit, Risk and Compliance of the Board of Regents.

All directors of internal audit at institutions having an internal auditor or internal audit department shall have a direct reporting relationship to the president of that institution and the USG chief audit officer. The president of each institution having an internal auditor shall determine the organizational and operating reporting relationships of the internal auditors at their institution. The USG chief audit officer shall have the authority to direct the internal auditors to audit specific functions at their institutions.

The director of internal audit of each USG institution with an internal auditor shall meet at least annually with the USG chief audit officer to discuss audits, audit findings, audit department independence and a proposed audit schedule.

The USG chief audit officer is responsible for internal auditing and the directors of internal audit for USG institutions with an internal auditor. The USG chief audit officer shall provide a system-wide annual report to the Committee on Internal Audit, Risk and Compliance of the Board of Regents (BoR Minutes, 1935, p.73; 1991, p. 378).

Proposed Policy 7.10.2 Internal Audits

7.10.2 Internal Audits

The Board of Regents shall establish and support an internal audit function to assist the Board, the Chancellor, and institution presidents in the effective discharge of their responsibilities. The internal audit function shall be governed by an audit charter approved by the Board, which shall describe the purpose of an internal audit, reporting requirements, responsibility, authority and scope of work. Responsibility for approving an annual audit plan, ~~and~~ reviewing audit results, reports and recommendations, **and approving the Chancellor's appointment and termination of the USG chief audit officer** shall be assigned to the Committee on Internal Audit, Risk and Compliance of the Board of Regents.

All directors of internal audit at institutions having an internal auditor or internal audit department shall have a direct reporting relationship to the president of that institution and the USG chief audit officer. The president of each institution having an internal auditor shall determine the organizational and operating reporting relationships of the internal auditors at their institution **and exercise oversight of institutional risk management as defined in Section 7.15 of this Policy Manual. However,** the USG chief audit officer shall have the authority to direct the internal auditors to audit specific functions at their institutions **as needed to address system-**

2. **Policy Revision: 7.10.2 Internal Audits (Continued)**

wide issues or directives. The president of each institution having an internal auditor shall consult with the USG chief audit officer on significant personnel actions involving the institutional internal auditor to include appointment and termination. The president may also consult with the Committee on Internal Audit, Risk, and Compliance as to proposed personnel actions involving the institutional internal auditor.

The director of internal audit of each USG institution with an internal auditor shall meet at least annually with the USG chief audit officer to discuss audits, audit findings, audit department independence and a proposed audit schedule.

The USG chief audit officer is responsible for internal auditing and the directors of internal audit for USG institutions with an internal auditor. The USG chief audit officer shall provide a system-wide annual report to the Committee on Internal Audit, Risk and Compliance of the Board of Regents (BoR Minutes, 1935, p.73; 1991, p. 378).

3. Approval Item: Internal Audit Charter

Recommended: That the Board approve the revised Internal Audit Charter.

Background: The Internal Audit Charter defines the purpose, authority, and responsibility of the internal audit function of the University System of Georgia. The professional standards governing internal audit state that the chief audit executive must “periodically review the internal audit charter and present it to senior management and the board for approval.” The charter was last approved in November 2009. The proposed charter includes the following significant revisions:

- Removes reference to the oversight right of the Committee on Internal Audit, Risk, and Compliance as that role will be defined in a separate charter.

At this meeting, Chief Audit Officer & Associate Vice Chancellor John Fuchko will present the Internal Audit Charter for approval.

4. Approval Item: Compliance Charter

Recommended: That the Board approve the revised Compliance Charter.

Background: The Compliance Charter defines the purpose, authority, and responsibility of the University System of Georgia compliance and ethics function. The federal standards governing compliance programs states that the “organization’s governing authority shall be knowledgeable about the content and operation of the compliance and ethics program and shall exercise reasonable oversight with respect to the implementation and effectiveness of the compliance and ethics program.” A charter is a recognized tool to enhance oversight of the compliance function.

The charter was last approved in November 2009. The proposed charter includes the following significant revisions:

- Removes reference to the oversight right of the Committee on Internal Audit, Risk, and Compliance as that role will be defined in a separate charter.

At this meeting, Director of Compliance and Enterprise Risk Scott Woodison will present the Compliance Charter for approval.

5. Approval Item: Committee on Internal Audit, Risk and Compliance Charter

Recommended: That the Board approve the Committee on Internal Audit, Risk, and Compliance Charter.

Background: The oversight role of the Committee on Internal Audit, Risk, and Compliance (hereafter Committee) was previously defined within the “Internal Audit Charter” and the “Compliance Charter.” An external peer review of the USG internal audit function recommended that the role of the Committee formally be defined in a separate charter. Additionally, the Committee’s role with respect to oversight of USG risk management is defined within the proposed charter.

At this meeting, Chief Audit Officer & Associate Vice Chancellor John Fuchko will present the Committee on Internal Audit, Risk, and Compliance Charter for approval.

AGENDA

**COMMITTEE OF THE WHOLE
FINANCE AND BUSINESS OPERATIONS**

August 10, 2010

Agenda Item

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APPROVAL ITEMS

1. Fiscal Year 2011 Amended Budget and Fiscal Year 2012 Operating and Capital Budget Requests 1
2. Approval of Professional Program Tuition fo

AGENDA

COMMITTEE OF THE WHOLE FINANCE AND BUSINESS OPERATIONS

August 10, 2010

1. **Fiscal Year 2011 Amended and Fiscal Year 2012 Operating and Capital Budget Request**

Recommended: That the Board approve the FY 2012

1. **Fiscal Year 2011 Amended and Fiscal Year 2012 Operating and Capital Budget Request (Continued)**

For plan year 2011, additional cost savings measures will be implemented, which include the following: (1) a new voluntary, alternative network that will be offered as an additional option for the Preferred Provider Option (PPO) plan and the High Deductible Health Plan (HDHP); (2) transition from the fully insured option to self-funding the Blue Cross Blue Shield (BC/BS) HDHP and Blue Choice Health Maintenance Organization (HMO) plans, and (3) a tobacco-use surcharge of \$50 monthly.

1. **Fiscal Year 2011 Amended and Fiscal Year 2012 Operating and Capital Budget Request (Continued)**

Reduction Plans for FY 2011 Amended and FY 2012 (Appendix II and Appendix III):

The Governor's Office of Planning and Budget directed state agencies to submit reduction plans of 4%, 6% and 8% for the amended FY 2011 budget. In a majority of cases, the reduction actions are continuing for both FY 2011 and FY 2012; therefore, a single reduction plan is applicable for both fiscal years. Accordingly, each institution has developed budget reduction plans at the appropriate levels.

Appendix II includes the targets by institution at the various levels. Appendix III includes details of institutional plans to meet the various reduction targets at the 4%, 6% and 8% levels. Since the FY 2012 budget instructions requiring the 10% reduction plan were received August 3, the plan for the 10% reduction target is addressed at the system level.

Summary of Institutional Plans at 4%, 6% and 8%:

- 4% Reduction Target = \$77M
- 6% Reduction Target = \$115M
- 8% Reduction Target = \$154M

Institutional Strategies at 4%, 6% and 8%:

1. **Proactively plan for reductions** – Institutions will use funds that were previously set aside to serve the new students associated with enrollment increases, which included hiring new faculty and staff, increasing instructional space, upgrading available technology and increasing availability of on-line courses.
2. **Structural Changes in Institutional Operations** – Plans include review and reduction of existing academic programs, delay in expansion of academic programs, reduction in funding for instructional equipment, and limiting hours in student and learning centers.
3. **Eliminate positions and reduce workforce** – Institutional plans include eliminating full-time, part-time, and temporary faculty and staff positions,
4. **Freeze and delay hiring critical positions** – Actions proposed by the institutions include delays in hiring full-time and limited-term faculty, staff, lecturers, and academic advisors as well as freezing vacant faculty and staff positions, a portion of which will delay new initiatives and campus expansion efforts.
5. **Decline in campus maintenance** – Plans include continued deferral of building maintenance and repairs to campus facilities, delay in planned campus renovation projects and facility upgrades, and postponing availability of additional resident instructional space essential to meeting the needs of increased enrollment.

1. Fiscal Year 2011 Amended and Fiscal Year 2012 Operating and Capital Budget Request (Continued)

6. **Reduce library subscriptions, books, and hours** – Plan details include reduced purchases of subscriptions, journals and databases, reduced library hours, and library staff support for students.
7. **Other reductions** – Other actions proposed by institutions included limiting faculty and staff development, reduced funding for public service and outreach, and reduced operating expenditures, travel and equipment, including computers and other furnishings needed for an increased student population.

System-wide Strategies at 10%:

A reduction of 10% is \$192M for the University System. If the reduction were to reach this level for FY 2012, a combination of some of the following actions will be taken:

1. Selected enrollment caps
2. Further restrictions on learning support
3. Review all institutional fees
4. Further institutional reduction actions.

Capital Request (Appendix IV)

To Be Sent Under Separate Cover

2. **Approval of Professional Program Tuition for Master of Science in Supply Chain Engineering, Georgia Institute of Technology**

Recommended: That the Board approve the request of the Georgia Institute of Technology (“GIT”) for a professional program, in-state student tuition rate of \$5,569 per semester and a professional program, out-of-state student tuition rate of \$17,480 per semester for the Master of Science in Supply Chain Engineering degree program, effective fall semester 2010, contingent upon approval of the program by the Board of Regents.

Background: The Board of Regents will be considering approval of the establishment of a Master of Science in Supply Chain Engineering degree program at the GIT during the August 2010 meeting. Since this degree program, upon Board approval, is scheduled to begin fall semester 2010 (August 2010), GIT has requested that the program’s proposed tuition rate be considered for approval at the Board’s August 2010 meeting as well. The program will be located in the H. Milton Stewart School of Industrial and Systems Engineering, and is designed to: (1) produce graduates capable of addressing existing and emerging problems in supply chain design and control through combining strong analytical skills, approaches and knowledge with the practical business acumen to ensure the successful implementation of solutions; and (2) improve U.S. global competitiveness by furnishing graduates who are prepared to be productive employees in the supply chain area, which has emerged as an area of the business operation that poses a critical competitive challenge for global industries, and is an especially important factor in promoting and supporting product export growth.

GIT is requesting Board approval of the professional program tuition at the rate of \$5,569 per semester for in-state students and \$17,480 per semester for out-of-state students, effective fall semester 2010. The proposed tuition rates are identical to the rates for the GIT’s Master of Science in Quantitative and Computational Finance, which also is housed in the School of Industrial and Systems Engineering. All tuition funds collected will be applied directly towards funding of the Master of Science in Supply Chain Engineering program.

3. **Approval of Health Insurance Plan Changes for Plan Year 2011 (Joint meeting with Personnel & Benefits)**

3. **Approval of Health Insurance Plan Changes for Plan Year 2011 (Joint meeting with Personnel & Benefits)(Continued)**

The implementation of all future retirees and spouses of retirees paying the full cost of insurance for not enrolling in Medicare Part B would encourage them to do so when they become eligible.

4. **Approval of Healthcare Plan Premiums for Plan Year 2011 (Joint meeting with Personnel & Benefits)**

Recommended: That the Board approve the Healthcare Plan premiums for the University System of Georgia for Plan Year 2011 as shown in Appendix A, to become effective January 1, 2011.

Background: The Board of Regents has contracted with Mercer Consulting to conduct an actuarial analysis of premium requirements for its programs based on projections of medical cost increases, University System of Georgia employee demographics and recent claims experience.

5. **Approval of Dental Plan Premiums for Plan Year 2011 (Joint meeting with Personnel & Benefits)**

Recommended: That the Board approve the Dental Plan premiums for the University System of Georgia for Plan Year 2011 as shown in Appendix B, to become effective January 1, 2011.

Background: The Dental Plan rates will increase for Plan Year 2011 by 10%, as reflected in Appendix B. The Dental Plan is fully employee paid.

6. Approval of Revisions to *The Policy Manual*, Section 8.2.19 Tuition Assistance Program (*Joint meeting with Personnel & Benefits*)(Continued)

Employees may not enroll in the following professional schools:

1. Dental
2. Medical
3. Pharmacy
4. Veterinary
- 5.

Appendix II

Board of Regents University System of Georgia Reduction Targets for FY 2011 Amended and FY 2012

Institution	4% Reduction Target	6% Reduction Target	8% Reduction Target	10% Reduction Target - 2012 Only
Georgia Institute of Technology	\$ (8,361,434)	\$ (12,542,151)	\$ (16,722,868)	\$ (20,903,585)
Georgia State University	\$ (7,574,169)	\$ (11,361,254)	\$ (15,148,338)	\$ (18,935,423)
Medical College of Georgia	\$ (5,804,489)	\$ (8,706,733)	\$ (11,608,978)	\$ (14,511,222)
University of Georgia	\$ (12,887,909)	\$ (19,331,864)	\$ (25,775,818)	\$ (32,219,773)
Georgia Southern University	\$ (3,262,048)	\$ (4,893,072)	\$ (6,524,096)	\$ (8,155,120)
Valdosta State University	\$ (1,953,976)	\$ (2,930,964)	\$ (3,907,953)	\$ (4,884,941)
Albany State University	\$ (792,082)	\$ (1,188,122)	\$ (1,584,163)	\$ (1,980,204)
Armstrong Atlantic State University	\$ (1,181,827)	\$ (1,772,740)	\$ (2,363,654)	\$ (2,954,567)
Augusta State University	\$ (1,035,771)	\$ (1,553,656)	\$ (2,071,542)	\$ (2,589,427)
Clayton State University	\$ (956,201)	\$ (1,434,301)	\$ (1,912,401)	\$ (2,390,502)
Columbus State University	\$ (1,346,807)	\$ (2,020,211)	\$ (2,693,615)	\$ (3,367,019)
Fort Valley State University	\$ (839,274)	\$ (1,258,910)	\$ (1,678,547)	\$ (2,098,184)
Georgia College & State University	\$ (1,221,000)	\$ (1,831,501)	\$ (2,442,001)	\$ (3,052,501)
Georgia Southwestern State University	\$ (484,809)	\$ (727,213)	\$ (969,618)	\$ (1,212,022)
Kennesaw State University	\$ (3,128,281)	\$ (4,692,421)	\$ (6,256,562)	\$ (7,820,702)
North Georgia College & State University	\$ (925,461)	\$ (1,388,191)	\$ (1,850,921)	\$ (2,313,652)
Savannah State University	\$ (738,716)	\$ (1,108,074)	\$ (1,477,432)	\$ (1,846,790)
Southern Polytechnic State University	\$ (859,180)	\$ (1,288,770)	\$ (1,718,360)	\$ (2,147,950)
University of West Georgia	\$ (1,828,702)	\$ (2,743,054)	\$ (3,657,405)	\$ (4,571,756)
Abraham Baldwin Agricultural College	\$ (549,869)	\$ (824,804)	\$ (1,099,739)	\$ (1,374,673)
College of Coastal Georgia	\$ (531,309)	\$ (796,964)	\$ (1,062,618)	\$ (1,328,273)
Dalton State College	\$ (556,924)	\$ (835,386)	\$ (1,113,848)	\$ (1,392,310)
Gainesville State College	\$ (823,053)	\$ (1,234,579)	\$ (1,646,105)	\$ (2,057,632)
Georgia Gwinnett College	\$ (1,357,754)	\$ (2,036,631)	\$ (2,715,508)	\$ (3,394,385)
Gordon College	\$ (454,279)	\$ (681,418)	\$ (908,557)	\$ (1,135,697)
Macon State College	\$ (778,600)	\$ (1,167,900)	\$ (1,557,200)	\$ (1,946,500)
Middle Georgia College	\$ (651,083)	\$ (976,625)	\$ (1,302,167)	\$ (1,627,709)
Atlanta Metropolitan College	\$ (323,428)	\$ (485,141)	\$ (646,855)	\$ (808,569)
Bainbridge College	\$ (359,212)	\$ (538,818)	\$ (718,424)	\$ (898,030)
Darton College	\$ (596,893)	\$ (895,340)	\$ (1,193,787)	\$ (1,492,233)
East Georgia College	\$ (262,785)	\$ (394,178)	\$ (525,571)	\$ (656,963)
Georgia Highlands College	\$ (577,200)	\$ (865,800)	\$ (1,154,400)	\$ (1,443,000)
Georgia Perimeter College	\$ (2,244,443)	\$ (3,366,665)	\$ (4,488,887)	\$ (5,611,109)
South Georgia College	\$ (285,603)	\$ (428,404)	\$ (571,205)	\$ (714,007)
Waycross College	\$ (146,759)	\$ (220,138)	\$ (293,518)	\$ (366,897)
Skidaway Institute of Oceanography (A&B)	\$ (93,133)	\$ (139,699)	\$ (186,265)	\$ (232,831)
Office of Information Technology Services	\$ (1,295,898)	\$ (1,943,847)	\$ (2,591,796)	\$ (3,239,745)
Regents Central Office (A&B)	\$ (543,840)	\$ (815,760)	\$ (1,087,680)	\$ (1,359,599)
SREB Payments	\$ (44,459)	\$ (66,689)	\$ (88,918)	\$ (111,148)
AMAC	\$ (42,278)	\$ (63,417)	\$ (84,556)	\$ (105,695)
System Services & Initiatives	\$ (269,660)	\$ (404,488)	\$ (539,317)	\$ (674,149)
Shared Services Center	\$ (271,026)	\$ (406,539)	\$ (542,052)	\$ (677,565)
	\$ (68,241,624)	\$ (102,362,432)	\$ (136,483,245)	\$ (170,604,059)

Appendix II
Board of Regents
University System of Georgia
Reduction Plans at 4%, 6%, 8% and 10%

Institution	4% Reduction Target	6% Reduction Target	8% Reduction Target	10% Reduction Target - 2012 Only
Other Organized Activities (Line Item Units)				
Advanced Tech. Dev. Ctr. - Econ. Dev. Inst.	\$ (325,373)	\$ (488,059)	\$ (650,745)	\$ (813,432)
Agricultural Experiment Station	\$ (1,454,704)	\$ (2,182,055)	\$ (2,909,407)	\$ (3,636,759)
Cooperative Extension Service	\$ (1,225,619)	\$ (1,838,428)	\$ (2,451,238)	\$ (3,064,047)
Forestry Cooperative Extension Service	\$ (22,549)	\$ (33,823)	\$ (45,098)	\$ (56,372)
Forestry Research	\$ (109,722)	\$ (164,583)	\$ (219,444)	\$ (274,305)
Georgia Tech Research Institute	\$ (244,450)	\$ (366,675)	\$ (488,901)	\$ (611,126)
Marine Extension Service	\$ (51,336)	\$ (77,005)	\$ (102,673)	\$ (128,341)
Marine Institute	\$ (31,239)	\$ (46,859)	\$ (62,479)	\$ (78,099)
MCG Hospitals & Clinics	\$ (1,268,376)	\$ (1,902,564)	\$ (2,536,751)	\$ (3,170,939)
Public Libraries	\$ (1,402,057)	\$ (2,103,085)	\$ (2,804,114)	\$ (3,505,142)
Veterinary Medicine Experiment Station	\$ (110,560)	\$ (165,840)	\$ (221,119)	\$ (276,399)
Veterinary Medicine Teaching Hospital	\$ (18,860)	\$ (28,290)	\$ (37,719)	\$ (47,149)
Special Funding Initiatives	\$ (674,168)	\$ (1,011,253)	\$ (1,348,337)	\$ (1,685,421)
Research Consortium	\$ (669,602)	\$ (1,004,404)	\$ (1,339,205)	\$ (1,674,006)
Pass-Through Line Items				

	Proactively plan for reductions: set aside funds that would have been used to hire faculty and staff to serve students	Eliminate/Delay academic programs	Structural Changes in institutional operations	Eliminate positions/reduce workforce	Freeze & Delays on Hiring critical positions	Decline in campus maintenance	Library: cut subscriptions, books, hours, no new resources	Other actions: cut operating expenses, travel, equipment, training, technology, etc.
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Georgia Institute of Technology

\$3M of reserve funds set aside for reductions

Eliminate 47 position (35 full-time and 12 part-time), \$3.6M

Reduce facilities budget by \$900,000 leading to further decline in campus maintenance and increase in deferred maintenance backlog

\$350,000 reduction will lead to further elimination of existing subscriptions, no purchase of sting



Actions Proposed by Institutions for a 4% Reduction Plan

	Proactively plan for reductions: set aside funds that would have been used to hire faculty and staff to serve students	Eliminate/Delay academic programs	Structural Changes in institutional operations	Eliminate positions/reduce workforce	Freeze & Delays on Hiring critical positions	Decline in campus maintenance	Library: cut subscriptions, books, hours, no new resources	Other actions: cut operating expenses, travel, equipment, training, technology, etc.
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Columbus State UnivesmwG,



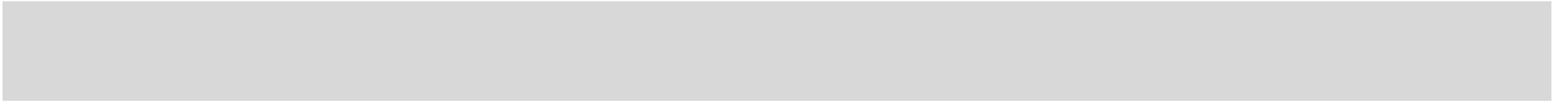
Actions Proposed by Institutions for a 4% Reduction Plan

	Proactively plan for reductions: set aside funds that would have been used to hire faculty and staff to serve students	Eliminate/Delay academic programs	Structural Changes in institutional operations	Eliminate positions/reduce workforce	Freeze & Delays on Hiring critical positions	Decline in campus maintenance	Library: cut subscriptions, books, hours, no new resources	Other actions: cut operating expenses, travel, equipment, training, technology, etc.
College of Coastal Georgia		Delay programs in Biological Sciences, Nursing and Health Informatics program will have enrollment caps \$328K			Delaying 6 upper division faculty and 2 academic leadership positions, freeze 4 positions in President's Office, Academic Affairs, & Student Affairs \$167K		Close Library and all non-essential services on Saturday \$36K	
Dalton State College		Reduce First Year Experience (Freshman Orientation), \$50K	Close two weeks at Winter Break, \$50K; delay opening DS East Building for part of fall, \$50K; lower teaching rate of pay for summer school, \$150K					



Actions Proposed by Institutions for a 4% Reduction Plan

	Proactively plan for reductions: set aside funds that would have been used to hire faculty and staff to serve students	Eliminate/Delay academic programs	Structural Changes in institutional operations	Eliminate positions/reduce workforce	Freeze & Delays on Hiring critical positions	Decline in campus maintenance	Library: cut subscriptions, books, hours, no new resources	Other actions: cut operating expenses, travel, equipment, training, technology, etc.
Information Technology Services (ITS)			Transfer 2 positions to Departmental Sales and Services, \$189K; Transfer 5 positions to SFI funds, \$400K	Reduce workforce which will slow down support to institutions, \$484K				Reduce Distance Education (GOML), \$200K; reduce faculty development workshops, \$19K
Regents Central Office (RCO)			Analysis of functions to outsource to institutions, \$301K; transfer 3 positions to non-state funding, \$181K	Eliminate vacant positions, \$61K				
SREB								Reduce funding for Doctoral Scholars segment of SREB Payment, \$22K; reduce funding for the Optometry and Osteopathic Medicine slots for the Regional Contract Program portion of the SREB Payment, \$22K
Alternative Media Access Center (AMAC)								Reduce Braille textbook service and production of Braille tests, \$42K



Additional Actions (2%) Proposed by Institutions for a 6% Reduction Plan

	Proactively plan for reductions: set aside funds that would have been used to hire faculty and staff to serve students	Eliminate/Delay academic programs	Structural Changes in institutional operations	Eliminate positions/reduce workforce	Freeze & Delays on Hiring critical positions	Decline in campus maintenance	Library: cut subscriptions, books, hours, no new resources	Other actions: cut operating expenses, travel, equipment, training, technology, etc.
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Additional Actions (2%) Proposed by Institutions for a 6% Reduction Plan

	Proactively plan for reductions: set aside funds that would have been used to hire faculty and staff to serve students	Eliminate/Delay academic programs	Structural Changes in institutional operations	Eliminate positions/reduce workforce	Freeze & Delays on Hiring critical positions	Decline in campus maintenance	Library: cut subscriptions, books, hours, no new resources	Other actions: cut operating expenses, travel, equipment, training, technology, etc.
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University of West Georgia

Continue downsizing academic program from the earlier 4% cut, ic

Additional Actions (2%) Proposed by Institutions for a 6% Reduction Plan

	Proactively plan for reductions: set aside funds that would have been used to hire faculty and staff to serve students	Eliminate/Delay academic programs	Structural Changes in institutional operations	Eliminate positions/reduce workforce	Freeze & Delays on Hiring critical positions	Decline in campus maintenance	Library: cut subscriptions, books, hours, no new resources	Other actions: cut operating expenses, travel, equipment, training, technology, etc.
Bainbridge College			Discontinue Instruction Resources related to Regents Test, \$45K; Closing of Continuing Education, \$105K					Reduction in Travel Budget, \$30K
Darton College				Eliminate 1 Internal Auditor II position, two Administrative Assistants positions, \$57K, & Division Chair of Physical Education, \$97K				Reduction in supplies, materials and equipment budget, \$144K
East Georgia College			Discontinue Study Abroad Program, \$16K					Travel expenses will be reduced by 25% for all departments, \$10K; An overall 6% reduction in operating expenditures will be achieved across all areas, \$46K; Overall 30% reduction in equipment expenditures, \$59K
Georgia Highlands College	Reduce funding set aside to address space needs at the Marietta Campus, \$200K			Reduce casual labor funding across all functions of the college, \$89K				
Georgia Perimeter College					Freeze 16 additional positions, \$808K			Reduce operating costs, \$314K
South Georgia College								Reduce supply budgets, \$143K
Waycross College								Travel, Operating, and Equipment reduction, \$73K
Skidaway					Delay in hiring of Research faculty in Zooplankton Ecology, \$47K (6mos)			
Information Technology Services (ITS)				Reduce USO position, \$12K				Additional reduction of faculty development workshops, \$11K; Extend the refresh date of equipment, \$313K; Chargebacks to institutions, \$313K
Regents Central Office (RCO)				Eliminate several positions resulting in reduced services and response time to institutions and other stakeholders, \$272K				
SREB								Reduce funding for Doctoral Scholars segment of SREB Payment, \$11K; reduce funding for the Optometry and Osteopathic Medicine slots for the Regional Contract Program portion of the SREB Payment, \$11K
Alternative Media Access Center (AMAC)								25% reduction in student phone support, \$21K

	Proactively plan for reductions: set aside funds that would have been used to hire faculty and staff to serve students	Eliminate/Delay academic programs	Structural Changes in institutional operations	Eliminate positions/reduce workforce	Freeze & Delays on Hiring critical positions	Decline in campus maintenance	Library: cut subscriptions, books, hours, no new resources	Other actions: cut operating expenses, travel, equipment, training, technology, etc.
Georgia Institute of Technology	Additional \$1.5M of reserve funds set aside for reductions			Eliminate additional 33 positions, \$2.5M			Additional \$100K reduction will lead to further elimination of existing subscriptions, no purchase of new journals or databases, reduction of library hours	Additional \$100K reduction in workforce development and process improvement programs affecting retention and productivity
Georgia State University			Voluntary retirement plan: 1/2 year salary incentive, additional 34 positions required to be eliminated, \$3.8M					
Medical College of Georgia		Additional reduction of \$274K will limit medical education expansion for clinical campuses in Albany, Savannah and Augusta		Eliminate additional 37 filled non-contract faculty and staff positions, \$2.6M				
University of Georgia		Additional reduction to Archway by 25%, \$270K	Reduce Tate Student Center hours by 30%, \$167K; reduce Miller Learning Center and Library hours by 30% \$250K; reduce Ramsey Center hours by 30%, \$154K	Eliminate positions in President's office, legal affairs, internal auditing, and EOO; Reduce positions in Facilities Management, Finance and Admin, External Affairs, VP Research office, VP Student Affairs office, VP Instruction office, as they become vacant; additional \$1.9M	Delay hiring of additional 15 full time lecturers, \$832K; delay hiring of 7 academic advising positions, \$320K		Additional cut of \$200K to library restoration budget	Additional reduction of \$460K for public service and outreach; reduce budget of schools and colleges, \$1.8M
Regional Universities								
Georgia Southern University		Elimination and consolidation of academic programs - a number of colleges/departments and degree programs may be eliminated, \$1.6M						
Valdosta State University			Eliminate College of Education degree programs at South Georgia, \$149K; Eliminate faculty reassigned time for service activities, \$28K	Eliminate VP for Student Affairs position, \$150K				Eliminate academic equipment and maintenance, \$650K
Public and								

Additional Actions (2%) Proposed by Institutions for a 8% Reduction Plan

Proactively plan for reductions: set aside funds that would have been used to hire faculty and staff to serve students

Eliminate/Delay academic programs

Structural Changes in institutional operations

Eliminate positions/reduce workforce

Freeze & Delays on Hiring critical positions

Decline in campus maintenance

Library: cut subscriptions, books, hours, no new resources

Other actions: cut operating expenses, travel, equipment, training, technology, etc.

Additional Actions (2%) Proposed by Institutions for a 8% Reduction Plan

	Proactively plan for reductions: set aside funds that would have been used to hire faculty and staff to serve students	Eliminate/Delay academic programs	Structural Changes in institutional operations	Eliminate positions/reduce workforce	Freeze & Delays on Hiring critical positions	Decline in campus maintenance	Library: cut subscriptions, books, hours, no new resources	Other actions: cut operating expenses, travel, equipment, training, technology, etc.
Gordon College					Not fill Limited Term faculty positions in History, Science Education, Psychology, & Humanities, \$227K			
Macon State College				Eliminate two faculty positions: Education & IT, \$125K; Eliminate three staff positions, \$169K				Reduce Operating Expenses, \$95K
Middle Georgia College		Reduce academic helicopter aviation program, \$68K	Increase utilization of part-time flight instructors, \$122K. Reduce Student Services, \$51K					Reduce 0.8 0 28.68time

Additional Actions (2%) Proposed by Institutions for a 8% Reduction Plan

	Proactively plan for reductions: set aside funds that would have been used to hire faculty and staff to serve students	Eliminate/Delay academic programs	Structural Changes in institutional operations	Eliminate positions/reduce workforce	Freeze & Delays on Hiring critical positions	Decline in campus maintenance	Library: cut subscriptions, books, hours, no new resources	Other actions: cut operating expenses, travel, equipment, training, technology, etc.
Regents Central Office (RCO)				Further elimination of positions resulting in reduced services and response time to institutions and other stakeholders, \$272K				
SREB								Reduce funding for Doctoral Scholars segment of SREB Payment, \$11K; reduce funding for the Optometry and Osteopathic Medicine slots for the Regional Contract Program portion of the SREB Payment, \$11K
Alternative Media Access Center (AMAC)				Eliminate 1 part-time position, \$21K				