

**Graduate Administrators' Council (GAC)**  
**Minutes for Thursday, January 15, 2015**  
**Koch Hall Board Room**  
**9:00 am to 10:30 am**

---

Attendees: Robert Wojtowicz, Chair, Mary Swartz, Richardean Benjamin, Bryan Porter, David Selover, David Earnest, Kevin Depew, Ali Ardalan, Andres Souza-Posa, Bill Heffelfinger, Gail Dickinson, Jane Dane, Brian Payne, and Missy Barber

Guest: Morris Foster, Vice President for Research

**Approval of December 11, 2014 Minutes**

- Minutes were approved as submitted

**Tuition Waivers – Morris Foster**

- Dr. Morris provided a revised GRA tuition waiver/health insurance policy for Council's review. He points out that there is no requirement to include tuition waivers for cost match or internal research funding.
  
- Dr. Wojtowicz said that Council needs to continue the waiver conversation with Jim Duffy.
- Dr. Souza-Posa suggested that some financial analysis be done within each college to determine how much money is needed to cover the deficit. Dr. Dhali agreed that more information was needed to evaluate the situation.
- Dr. Dickinson said that she did not have data on the number of Research Foundation GRAs were in the College of Education. Dr. Morris said he would get her the information.
- Dr. Foster cautions Council to not just think about satisfying the debt but look at it as a way to grow programs. He said that other universities have been through the same transition and our competitors already do this.
- Dr. Souza-Posa points out that it is easier for larger programs to absorb the increased costs. There is a growth phase that needs to take place.
- Dr. Wojtowicz asked if it would be possible for the Office of Research, in conjunction with the Provost, to have a phased in approach, suggesting a three to five year plan to implement.
- Dr. Foster said that he would like to gather the data requested for the colleges and come back to another Council meeting to discuss the policy further.
- There was a brief discussion about post-doctoral students and payment of fringe benefits. ODU pays 31% for fringe benefits. Other schools pay 8% to 12%. It was suggested that post-doctoral students be eligible for graduate student health insurance.

## **Announcements**

- 4+1 Program Update – Dr. Wojtowicz said that SACS and SCHEV are not in agreement with “double-dipping.” This means students must have a total