



# UNIVERSITY SYSTEM OF GEORGIA

## Board of Regents' November 12, 2024 Agenda

8:30 AM	Intercollegiate Athletics Committee Regent Cade Joiner	Room 7007
8:45 AM	Executive & Compensation Committee Chairman Harold Reynolds	Room 7007
10:00 AM	Call to Order Chairman Harold Reynolds	Room 8003
	Invocation/Pledge Chairman Harold Reynolds Mr. William Burnett, SGA President, Valdosta State University	
	Safety Briefing Chief of Police Kerry Stallings	
	Approval of Minutes Secretary Christopher McGraw October 8th Minutes	
	Campus Spotlight: "Hurricane Helene: The Impact and Aftermath" Chairman Harold Reynolds Dr. Richard A. Carvajal, President, Valdosta State University Dr. Gregory M. Tanner, Interim President, South Georgia State College Mr. William Burnett, SGA President, Valdosta State University	
	Board Policy Revisions Chairman Harold Reynolds	
10:30 AM	Track I Committee Meetings: Academic Affairs Regent Erin Hames	Room 7007
	Track I Committee Meetings: Organization and Law Regent Samuel Holmes	Room 7007
10:30 AM	Track II Committee Meetings: Finance and Business Operations Regent Patrick C. Jones	Room 8003
	Track II Committee Meetings: Real Estate and Facilities Regent Richard T. Evans	Room 8003
	Track II Committee Meetings: Internal Audit, Risk, and Compliance Regent James K. Syfan, III	Room 8003
11:20 AM	Reconvene Chairman Harold Reynolds	Room 8003
	Fall Student Enrollment Update Chancellor Sonny Perdue Dr. Angela Bell, Vice Chancellor for Research and Policy Analysis	
	Post-Tenure Review Update Dr. Costas Spirou, Interim Chief Academic Officer Dr. Angela Bell, Vice Chancellor for Research and Policy Analysis	

Chancellor's Report  
Chancellor Sonny Perdue

12:15 PM

Committee Reports

- A. Academic Affairs - Regent Erin Hames
- B. Finance and Business Operations - Regent Patrick C. Jones
- C. Intercollegiate Athletics - Regent Cade Joiner
- D. Internal Audit, Risk, and Compliance - Regent James K. Syfan, III
- E. Organization and Law - Regent Samuel D. Holmes
- F. Real Estate and Facilities - Regent Richard T. Evans

Unfinished Business  
Chairman Harold Reynolds

New Business  
Chairman Harold Reynolds

Election of Officers  
Chairman Harold Reynolds

Executive & Compensation Committee Report  
Chairman Harold Reynolds

Delegation of Authority  
Chairman Harold Reynolds

Chairman's Remarks  
Chairman Harold Reynolds

Petitions and Communications  
Secretary Christopher McGraw

12:35 PM

Executive Session  
Chairman Harold Reynolds

1:05 PM

Reconvene  
Chairman Harold Reynolds

Adjournment  
Chairman Harold Reynolds

# AGENDA

## COMMITTEE ON INTERCOLLEGIATE ATHLETICS

November 12, 2024

**Agenda Items**

**Page No.**

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### APPROVAL ITEMS

1. Revisions to *Board of Regents Policy Manual*, Section 4.5.8 Funding of Intercollegiate Athletic Programs 2

## **1. Revisions to Board of Regents Policy Manual, Section 4.5.8 Funding of Intercollegiate Athletic Programs**

Recommended: That the Board approve the proposed revisions to the Board of Regents Policy Manual, 4.5.8 Funding of Intercollegiate Athletic Programs, such that the proposed revisions specific to Section 4.5.8.B Subsidy Percentages become effective July 1, 2025, with all other revisions becoming effective immediately upon approval.

### Background:

Given the recent and ongoing changes in the collegiate athletics landscape, changes to the subsidy percentage for the Power 4 institutions provide the necessary flexibility to offer competitive programs in their divisions.

Additionally, for the remaining institutions, changes will be made to the Business Procedures Manual to provide additional capacity in year over year athletic operating expenses through the exclusion of select operating expenses, such as board mandated cost of living adjustment (COLA) and merit increases, post-season expenses and capital expenses.

Please note, strikethrough text represents a deletion from the current version, and highlighted text represents an addition.

### **EDITED POLICY LANGUAGE:**

#### **4.5.8 Funding of Intercollegiate Athletic Programs**

For the purpose of this policy, the USG has adopted the definitions of revenues and expenses provided by the NCAA for the Financial Reporting System as outlined below and to be further defined in the [USG Business Procedures Manual](#). The NCAA Financial Reporting System aims to capture all revenues and expenses on behalf of an institution's intercollegiate athletics program, including those by outside entities (e.g. foundations, booster clubs) and institutions similarly shall include all intercollegiate athletics revenue and expense to include entities operating on behalf of the institution's athletics program.

As used in this Policy, "Athletics Operating Revenue" is the total revenue generated by the institution's intercollegiate athletics program. "Direct Institutional Support" is the direct financial support provided by the institution to the athletics programs (e.g., tuition funds) used to support intercollegiate athletic activities. "Subsidy" is the sum of direct institutional support and student fees and does not include the value of out-of-state tuition waivers. "Subsidy Percentage" is the subsidy divided by athletics operating revenue as defined in the USG Business Procedures Manual. "Athletics Operating Expense" is the total expense spent by the institution's intercollegiate athletics program. Athletics Operating Revenue, Direct Institutional Support, Subsidy, Subsidy Percentage, and Athletic Operating Expense shall be further defined in the USG Business Procedures Manual.

**1. Revisions to Board of Regents Policy Manual, Section 4.5.8 Funding of Intercollegiate Athletic Programs (continued)**

Institutions may expend Education & General fund resources on behalf of the institution's intercollegiate athletics program except as noted: Institutions must not expend Fund 10000 state appropriations on athletics, and must not expend Education & General fund resources in support of athletic scholarships, and must not expend Education & General fund resources or student athletic fee revenue for the direct compensation of intercollegiate student-athletes for the use of such student athlete's Name, Image, and Likeness (NIL).

A. A form will be provided to ensure a standardized reporting format for each institution to annually report its intercollegiate athletics revenues and expenses in accordance with [Section 4.5.6.1](#).

B. The subsidy percentage shall not exceed:

- ~~40%~~ 20% for NCAA DI-A institutions affiliated with the ACC, Big Ten, Big 12, Pac-12 or SEC; often referred to as the Power 5 4;
- 65%: NCAA DI-A institutions affiliated with other conferences;
- 75% for NCAA Division I-AA institutions;
- 80% for NCAA Division II institutions;
- 85% for NAIA and NJCAA institutions.

C. Except for the Power 5 4 institutions, total athletic operating expenses may not increase by more than 5% annually unless approved in advance by the Chancellor.

D. Effective July 1, 2016, each institution exceeding the allowable subsidy percentage in the prior fiscal year shall submit to the Chancellor a plan for approval that reduces the subsidy over a fiscal year period, not to exceed four years, until the subsidy percentage complies with the requirements of subsection B. Failure to be in compliance in four years shall, at the discretion of the Chancellor, result in athletics programming mandates from the Chancellor including but not limited to reduction or change in sport offerings, change in conference affiliation, and change in governing body or division membership. Any institutions below these caps will have one year to get back in compliance.

In limited circumstances, the president may seek approval from the Chancellor to exceed the allowable subsidy percentage not to exceed a period of three years. This request must be supported by a sound business case and demonstrate how the institution will return to compliance.

## **1. Revisions to Board of Regents Policy Manual, Section 4.5.8 Funding of Intercollegiate Athletic Programs (continued)**

### **NEW POLICY LANGUAGE:**

#### **4.5.8 Funding of Intercollegiate Athletic Programs**

For the purpose of this policy, the USG has adopted the definitions of revenues and expenses provided by the NCAA for the Financial Reporting System as outlined below and to be further defined in the [USG Business Procedures Manual](#).

The NCAA Financial Reporting System aims to capture all revenues and expenses on behalf of an institution's intercollegiate athletics program, including those by outside entities (e.g. foundations, booster clubs) and institutions similarly shall include all intercollegiate athletics revenue and expense to include entities operating on behalf of the institution's athletics program.

As used in this Policy, "Athletics Operating Revenue" is the total revenue generated by the institution's intercollegiate athletics program. "Direct Institutional Support" is the direct financial support provided by the institution to the athletics programs (e.g., tuition funds) used to support intercollegiate athletic activities. "Subsidy" is the sum of direct institutional support and student fees and does not include the value of out-of-state tuition waivers. "Subsidy Percentage" is the subsidy divided by athletics operating revenue as defined in the USG Business Procedures Manual. "Athletics Operating Expense" is the total expense spent by the institution's intercollegiate athletics program. Athletics Operating Revenue, Direct Institutional Support, Subsidy, Subsidy Percentage, and Athletic Operating Expense shall be further defined in the USG Business Procedures Manual.

Institutions may expend Education & General fund resources on behalf of the institution's intercollegiate athletics program except as noted: Institutions must not expend Fund 10000 state appropriations on athletics, must not expend Education & General fund resources in support of athletic scholarships, and must not expend Education & General fund resources or student athletic fee revenue for the direct compensation of intercollegiate student-athletes for the use of such student athlete's Name, Image, and Likeness (NIL).

A. A form will be provided to ensure a standardized reporting format for each institution to annually report its intercollegiate athletics revenues and expenses in accordance with [Section 4.5.6.1](#).

B. The subsidy percentage shall not exceed:

- 20% for NCAA DI-A institutions affiliated with the ACC, Big Ten, or SEC; often referred to as the Power 4;
- 65%: NCAA DI-A institutions affiliated with other conferences;
- 75% for NCAA Division I-AA institutions;
- 80% for NCAA Division II institutions;
- 85% for NAIA and NJCAA institutions.

**1. Revisions to Board of Regents Policy Manual, Section 4.5.8 Funding of Intercollegiate Athletic Programs (continued)**

C. Except for the Power 4 institutions, total athletic operating expenses may not increase by more than 5% annually unless approved in advance by the Chancellor.

D. Effective July 1, 2016, each institution exceeding the allowable subsidy percentage in the prior fiscal year shall submit to the Chancellor a plan for approval that reduces the subsidy over a fiscal year period, not to exceed four years, until the subsidy percentage complies with the requirements of subsection B. Failure to be in compliance in four years shall, at the discretion of the Chancellor, result in athletics programming mandates from the Chancellor including but not limited to reduction or change in sport offerings, change in conference affiliation, and change in governing body or division membership. Any institutions below these caps will have one year to get back in compliance.

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# AGENDA

## EXECUTIVE AND COMPENSATION COMMITTEE

November 12, 2024

**Agenda Items** **Page No.**

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### INFORMATION ITEMS

- |    |                                    |   |
|----|------------------------------------|---|
| 1. | SACSCOC Self-Assessment Discussion | 1 |
| 2. | Election of 2025 Officers          | 2 |

### EXECUTIVE SESSION

- |    |                   |   |
|----|-------------------|---|
| 3. | Executive Session | 3 |
|----|-------------------|---|



**1. SACSCOC Self-Assessment Discussion**

The Committee will discuss its periodic self-assessment pursuant to Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) requirements.

2. **Election of 2025 Officers**

The Committee will vote on officers for 2025.

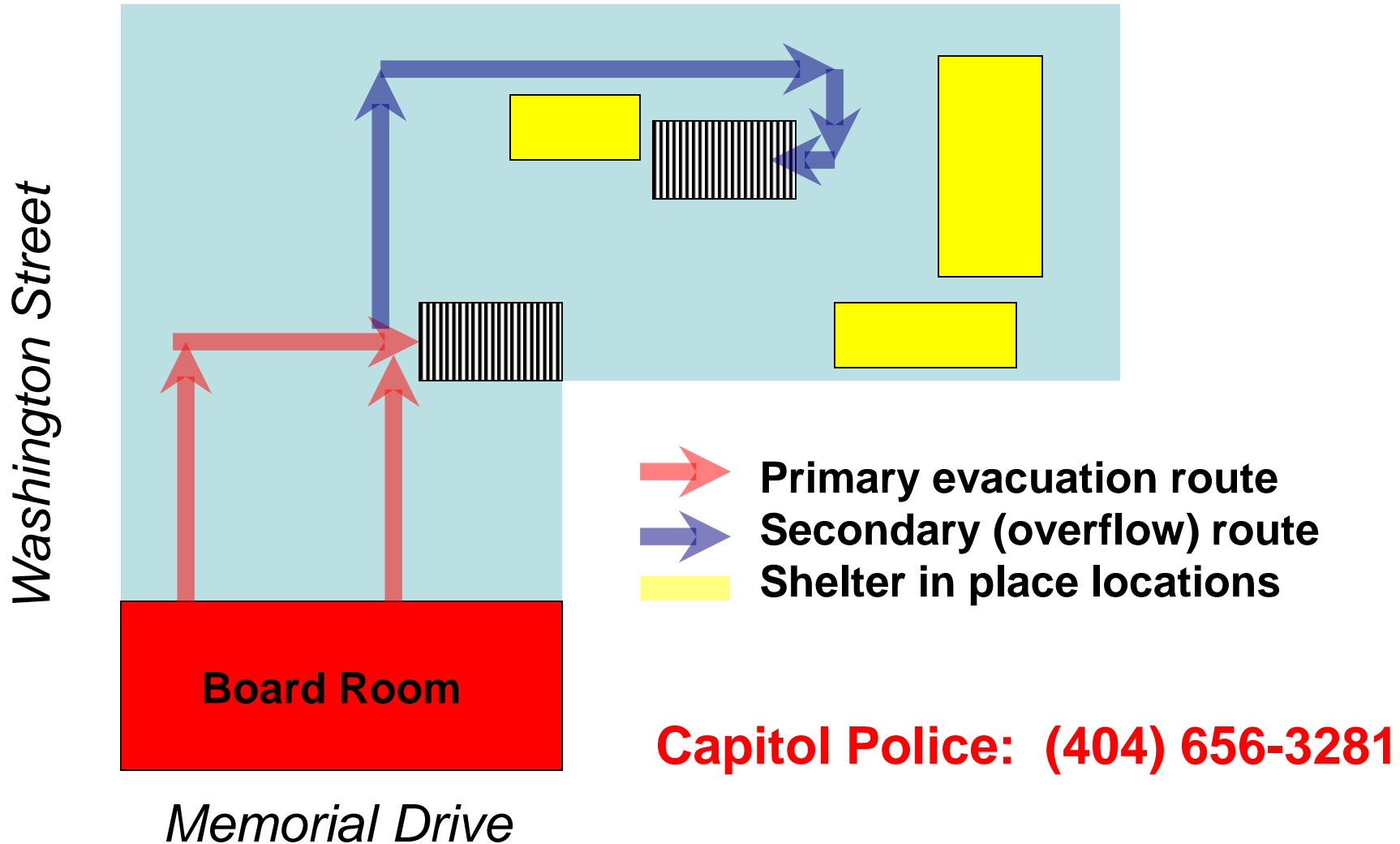
**3. Executive Session**

The Committee will enter executive session to discuss personnel matters.



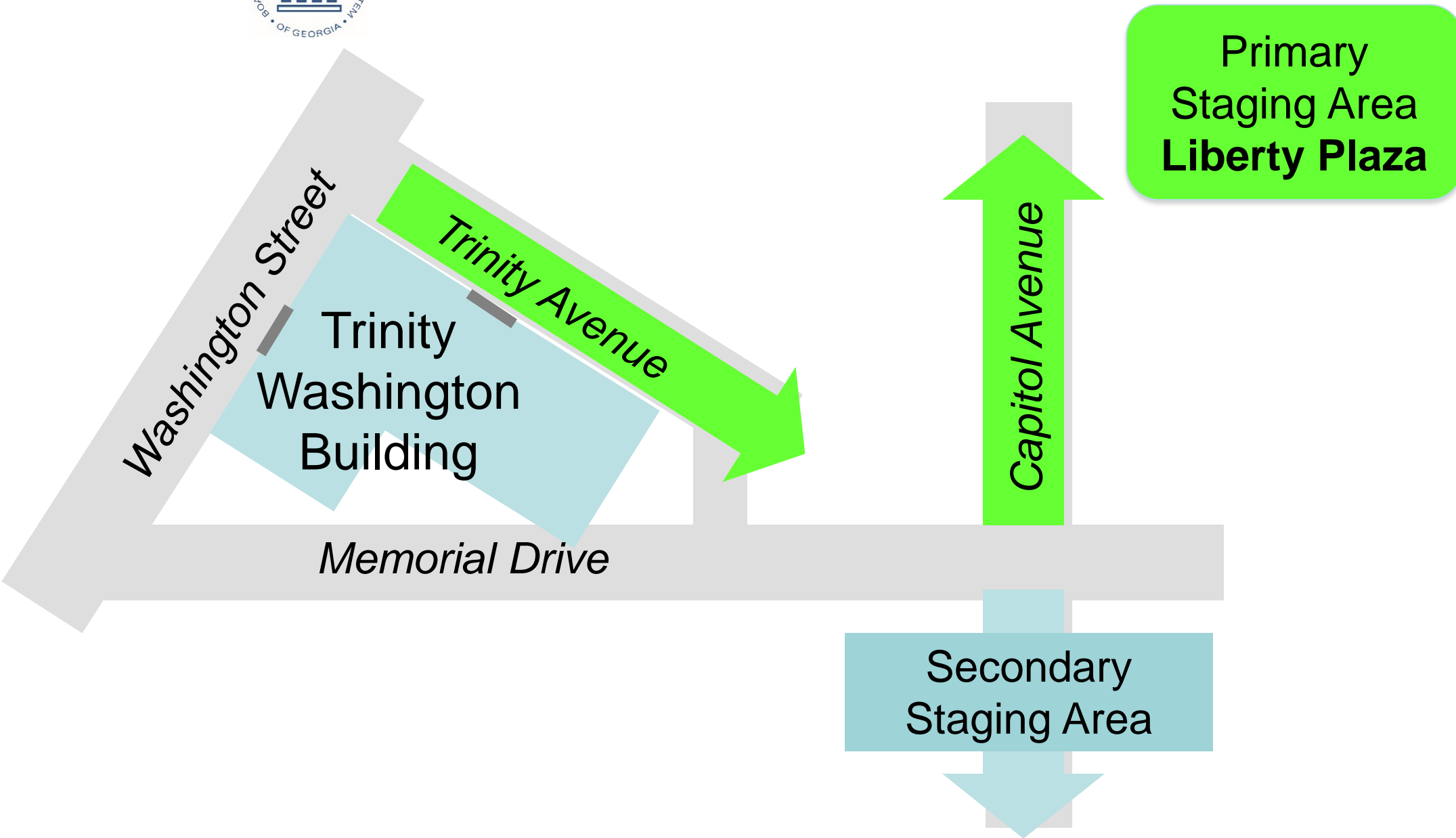
# Trinity Washington Building Evacuation Routes

*Trinity Avenue 7<sup>th</sup> and 8<sup>th</sup> Floor*





# Emergency Evacuation Assembly Areas



**MINUTES OF THE MEETING OF THE  
BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA  
Atlanta, Georgia  
October 8, 2024**

**CALL TO ORDER**

The Board of Regents of the University System of Georgia met on Tuesday, October 8, 2024, in Room 8003 of the Board's offices, 270 Washington Street, SW, Atlanta, Georgia, and simultaneously accessible by BOR Webcast. Board Chair Harold Reynolds called the meeting to order at 9:37 a.m. Present in addition to Board Chair Reynolds, were Board Vice Chair T. Dallas Smith; Regents Tom Bradbury; David B. Dove; Richard T. Evans; W. Allen Gudenrath; Erin Hames; Bárbara Rivera Holmes; Samuel D. Holmes; Cade Joiner; C. Everett Kennedy, III; Lowery Houston May; Daniel V. Murphy; Neil L. Pruitt, Jr.; Deep J. Shah; Mathews D. Swift; and James K. Syfan, III. Chancellor Sonny Perdue was also present. Regents James M. Hull and Patrick C. Jones participated remotely.

**INVOCATION AND PLEDGE**

Benjamin Culberson, Student Government Association President at Georgia Gwinnett College, gave the invocation and led the Pledge of Allegiance.

**SAFETY BRIEFING**

Kerry Stallings, Chief of Police, gave the safety briefing.

**APPROVAL OF MINUTES**

Upon a motion made by Regent David B. Dove, and seconded by Regent Daniel V. Murphy, the Board members present voted unanimously to approve the minutes of the September 12, 2024, Board meeting.

**AI SUMMIT UPDATE**

Dr. Ashwani Monga, Interim President of the University of West Georgia, and Dr. Michael Rothlisberger, Assistant Vice Chancellor of Academic Strategy and Analytics, gave an update on the University System of Georgia 2024 Artificial Intelligence (AI) Summit, which was held in September, at the Georgia Institute of Technology. Dr. Monga began the presentation by sharing the USG Strategic Plan in implementing AI. He explained that the plan has four pillars, student success, responsible stewardship, economic competitiveness, and community impact. Dr. Monga continued discussing the strategic plan indicating that the University System of Georgia will increase degree completion through a robust and intensive approach to access and student success, utilizing data analytics and best practices. Also, he noted participants in the AI Summit, such as, representatives from Google and Microsoft. Dr. Monga shared that Chancellor Perdue attended and that numerous higher education institutions participated in the summit, including some of USG's institutions, like, the University of Georgia, the Georgia Institute of Technology, and Kennesaw State University.

Next, Dr. Rothlisberger continued giving an update on the AI Summit. He shared video clips and examples of AI in action. One example that Dr. Rothlisberger presented of AI in action, is that he asked AI to provide a statement for a summit on the problems of AI or being a partner in solving

the strategic problems on where the world is in using AI and the following statement was generated, “We are witnessing a paradigm shift that will redefine education, transform our workplaces, and significantly influence the way we interact with the world around us.” He also asked AI to give him information to show why AI is important moving forward and the following are some of the answers that were generated: AI is projected to contribute up to \$15.8 trillion to the global economy by 2030, worldwide spending on AI, including applications, infrastructure, and services is expected to reach \$632 billion by 2028, and 66% of leaders are not willing to hire someone that does not have an AI skillset. Dr. Rothlisberger’s presentation on the AI summit highlighted the impactful uses of AI and how it could shape the future of education.

### **SPECIAL GUEST**

Jon Burns, Speaker of the Georgia House of Representatives, addressed Chancellor Sonny Perdue, Board Chair Harold Reynolds, and the Board and emphasized that the people of the State of Georgia recognize the passion that the System has for higher education. Speaker Burns made mention of the devastation of Hurricane Helene and said that this is a tough time in our state now, but the support of citizens from across the state offering assistance to help the people who have been so impacted is very heartening.

### **BOARD POLICY REVISIONS**

Board Chair Harold Reynolds presented an informational item regarding proposed revisions to the Board’s policy manual. The Board will vote on the proposed changes at its next meeting in November. The proposed revisions focus on the following areas: equal opportunity and merit, institutional and employee political activity, mandatory civics instruction for students, U.S. Department of Education recognized accreditation agencies, and hiring of senior administrators.

### **COMMITTEE OF THE WHOLE: INTERCOLLEGIATE ATHLETICS**

The Committee on Intercollegiate Athletics met as a committee of the whole at approximately 10:22 a.m. During its meeting led by Committee Chair Cade Joiner, upon a motion by Regent Tom Bradbury, and seconded by Regent Mathews D. Swift, the Board members present voted unanimously to approve the following item:

### **APPROVAL ITEM**

Upon a motion by Regent Tom Bradbury, and seconded by Regent Mathews D. Swift, the Board members present voted unanimously to approve a Resolution calling on the National Collegiate Athletic Association (NCAA) and the National Junior College Athletic Association (NJCAA) to update their student-athlete transgender participation policies so that they will be consistent with the National Association of Intercollegiate Athletics’ (NAIA) student-athlete transgender participation policy. A copy of the Resolution is attached hereto.

### **ADJOURNMENT**

There being no further business to come before the Committee, and upon a motion made by Regent Richard T. Evans, and variously seconded, the Regents who were present voted unanimously to adjourn the meeting at approximately 10:25 a.m.

### **COMMITTEE OF THE WHOLE: ACADEMIC AFFAIRS**

The Committee on Academic Affairs met as a committee of the whole at approximately 10:26 a.m.

During its meeting led by Committee Chair Erin Hames, upon motions properly made and seconded, the Board members present unanimously approved the following items:

#### ACTION ITEMS

1. Upon a motion by Regent Daniel V. Murphy, and seconded by Regent Lowery Houston May, the Committee approved an establishment of a Bachelor of Science (BS) with a major in Biomedical Science at Georgia Southern University.
2. Upon a motion by Regent Cade Joiner, and seconded by Regent Richard T. Evans, the Committee approved an establishment of an Education Specialist (EdS) in Health, Physical Education, Wellness and Sport at the University of West Georgia.
3. Upon a motion by Regent Cade Joiner, and seconded by Regent Richard T. Evans, the Committee approved the termination of a Bachelor of Applied Science with a major in Supply Chain and Logistics Management and a Master of Education with a major in Early Childhood Education at Albany State University, effective Fall 2024.
4. Upon a motion by Regent Daniel V. Murphy, and seconded by Regent Cade Joiner, the Committee approved the termination of a Doctor of Philosophy with a major in Microbiology and a Master of Science with a major in Microbiology at Augusta University, effective Fall 2024.
5. Upon a motion by Regent Daniel V. Murphy, and seconded by Regent Richard T. Evans, the Committee approved the termination of a Master of Arts in Teaching (Collaborative); a Bachelor of Arts with a major in Political Science; a Bachelor of Science in Education with a major in Early Childhood Education and Teaching; and a Bachelor of Arts with a major in Liberal Arts at Columbus State University, effective Fall 2024.
6. Upon a motion by Regent Richard T. Evans, and seconded by Regent Daniel V. Murphy, the Committee approved the termination of a Master of Art in Teaching with a major in Mathematics; a Master of Art in Teaching with a major in Biology; and an Associate of Art in Core Curriculum at Fort Valley State University, effective Fall 2024.
7. Upon a motion by Regent Richard T. Evans, and seconded by Regent C. Everett Kennedy, III, the Committee approved the revision of the institutional mission statement at Columbus State University.

#### CONSENT ITEMS

8. The Committee approved the establishment of the Jill Stewart Archer Family Chair at the Georgia Institute of Technology, effective January 1, 2025.
9. The Committee approved several named faculty positions at Augusta University, Georgia College and State University, the Georgia Institute of Technology, and the University of Georgia.



### ADJOURNMENT

There being no further business to come before the Committee, and upon a motion made by Regent Lowery Houston May, and seconded by Regent Richard T. Evans, the Regents who were present voted unanimously to adjourn the meeting at approximately 10:35 a.m.

### COMMITTEE OF THE WHOLE: ORGANIZATION AND LAW

The Committee on Organization and Law met as a committee of the whole at approximately 10:35 a.m. During its meeting led by Committee Chair Samuel D. Holmes, upon motions properly made and seconded, the Board members present unanimously approved the following items:

### APPROVAL ITEMS

1. Upon a motion by Regent Daniel V. Murphy, and seconded by Regent Richard T. Evans, the Committee approved the awarding of an Honorary Doctorate of Science degree by Georgia Southern University to Mr. Hemant Goel; and upon a motion by Regent C. Everett Kennedy, III, and seconded by Regent Richard T. Evans, the Committee approved the awarding of an Honorary Doctorate of Science degree by Georgia Southern University to Mrs. Barabara Goel.
2. Upon a motion by Board Vice Chair T. Dallas Smith, and variously seconded, the Committee approved the awarding of Honorary Doctorates of Letters degrees by Georgia Southern University to Mr. Don L. Waters and Mrs. Cindy Waters.

### EXECUTIVE SESSION AND DISCUSSION ITEMS

The Organization and Law Committee met in executive session during the full Board's executive session to discuss student records. Minutes regarding this executive session are in the full Board minutes, and an affidavit regarding the executive session is on file with the Office of the Secretary to the Board.

### ADJOURNMENT

There being no further business to come before the Committee, and upon a motion made by Regent Bárbara Rivera Holmes and seconded by Regent Cade Joiner, the Regents who were present voted unanimously to adjourn the meeting at approximately 10:39 a.m.

### COMMITTEE OF THE WHOLE: FINANCE AND BUSINESS OPERATIONS

The Committee on Finance and Business Operations met as a committee of the whole at approximately 10:39 a.m. During its meeting led by Committee Vice Chair Daniel V. Murphy an Information Item was presented to the Board.

### INFORMATION ITEM

The Committee heard an information item on the FY 2024 Financial Update, specifically on the FY 2024 Budgetary Compliance Report (BCR).

### ADJOURNMENT

There being no further business to come before the Committee, and upon a motion made by Regent Richard T. Evans and seconded by Regent Lowery Houston May, the Regents who were present

voted unanimously to adjourn the meeting at approximately 10:53 a.m.

**COMMITTEE OF THE WHOLE: REAL ESTATE AND FACILITIES**

The Committee on Real Estate and Facilities met as a committee of the whole at approximately 10:54 a.m. During its meeting led by Committee Chair Richard T. Evans, upon motions properly made and seconded, and unless noted otherwise, the Board members present, unanimously approved the following items:

**CONSENT ITEMS**

1. The Committee authorized project number BR-30-2502, West Village Renovation – 1<sup>st</sup> Floor, for the Georgia Institute of Technology.
2. The Committee authorized project number BR-10-2501, College Station Park and Ride Expansion, Phase VI, for the University of Georgia.
3. The Committee authorized project number BR-10-2502, University Bookstore Interior Improvements, for the University of Georgia.
4. The Committee authorized the naming of the Georgia Power Foundation Entry Gardens for Georgia Gwinnett College.

**APPROVAL ITEM**

5. Upon a motion by Regent Mathews D. Swift, and seconded by Regent C. Everett Kennedy, III, the Committee approved the following ranking of the program management firms and the design professional firms for project number J-419, Dental College of Georgia Building, Armstrong Campus, for Georgia Southern University and Augusta University:

The ranked program management firms were:

- 1) Jones Lang LaSalle Americas, Inc. (Atlanta)
- 2) BDR Partners, LLC (Atlanta)
- 3) Turner & Townsend Heery, LLC (Atlanta)

The ranked design professional firms were:

- 1) SmithGroup, Inc. (Atlanta) w/ SSOE, Inc. (Atlanta)
- 2) Hellmuth, Obata & Kassabaum, Inc. (Atlanta) w/ BKP Architects P.C. (Philadelphia, PA)
- 3) Cooper Carry, Inc. (Atlanta) w/ FCArchitects, Inc. (Philadelphia, PA)
- 4) Lord Aeck Sargent Planning & Design, Inc. (Atlanta) w/ Kahler Slater, Inc. (Milwaukee, WI)
- 5) LS3P Associates, LTD (Savannah) w/ Page Southerland Page, Inc. (Atlanta)

Regent James M. Hull recused himself from the vote on this item.

6. Upon a motion by Regent Tom Bradbury and seconded by Regent Lowery Houston May, the Committee authorized the execution of a ground lease and rental agreement for project

number PPV-10-2302, West Campus Dining, Learning and Well-being Center, for the University of Georgia.

### ADJOURNMENT

There being no further business to come before the Committee, and upon a motion made by Regent Lowery Houston May and seconded by Regent C. Everett Kennedy, III, the Regents who were present voted unanimously to adjourn the meeting at approximately 11:03 a.m.

### CHANCELLOR'S REPORT

Chancellor Sonny Perdue gave his monthly report. He began by saying that it has been a tough week or two for many of USG's family and Georgians across the state, and that the System appreciate everyone's understanding and flexibility in the aftermath of Hurricane Helene. He then thanked President Kyle Marrero and Georgia Southern University's staff for a great job in planning for the Board meeting that was originally scheduled to take place at the university before the hurricane. Chancellor Perdue continued by expressing the USG's heart and prayers have been with those affected by the storm, including the communities in and around Statesboro, Georgia. He named the five USG institutions most affected by the hurricane which are as follows: Georgia Southern University, East Georgia State College, Augusta University, Valdosta State University, and South Georgia State College. He also highlighted the damages that each institution incurred. Chancellor Perdue expressed his gratitude to the USG's presidents, institutions, staff members and surrounding communities that offered aid to the affected colleges and universities.

Chancellor Perdue continued his report by sharing that U.S. News and World Report ranked the Georgia Institute of Technology (GIT) and the University of Georgia (UGA) in the top twenty of public universities in the country, number nine, and number eighteen, respectively. He continued by stating that Georgia is one of two states to have two institutions, GIT and UGA, ranked among the top twenty best public universities in the nation according to US News and World Report; and that both universities were also ranked in the top fifty of all universities in the country, both public and private institutions. Chancellor Perdue congratulated President Ángel Cabrera, GIT, and President Jere W. Morehead, UGA, for these recognitions. He also reported, according to U.S. News and World Report, that among the top regional universities in the South, including twelve southern states, the Virgin Islands and Puerto Rico, Georgia College & State University (GCSU) and the University of North Georgia (UNG) are both ranked in the top fifty of public institutions, number fifteen and number forty-seven respectively. Chancellor Perdue continued by stating that GCSU moved up to number four among the Most Innovative colleges for both public and private regional universities in the South, which was a six-point increase from the last year's list. He congratulated President Cathy Cox, GCSU, and President Michael P. Shannon, UNG, for the institutions' successes. He also reported that according to U.S. News and World Report Fort Valley State University (FVSU) ranked highly for Social Mobility, which measures the rate of graduation among students who receive Pell Grants, ranked number eight in Regional Universities in the South and number one in Georgia, and ranked the highest of public Historically Black Colleges and Universities (HBCU) in Georgia for seven consecutive years. Chancellor Perdue complimented President Paul Jones, FVSU, on these achievements. Chancellor Perdue reported that Georgia Gwinnett College (GGC) ranked as the most ethnically diverse southern regional college, for the eleventh consecutive year according to U.S. News and World Report. He congratulated President Jann L. Joseph, GGC, for this accomplishment.

Chancellor Perdue went on to report that other rankings from different sources for institutions' ratings have also been released that were favorable for USG's institutions. He reported that Dalton State College (DSC) was named as one of the best colleges in the nation to work for and that it is the only public college in Georgia on the 2024 "Great Colleges to Work For" list, and won honors in five categories as follows: mission and pride; faculty and staff well-being; professional development; confidence in senior leadership; and supervisor / department chair effectiveness. Chancellor Perdue congratulated President John Fuchko, III, DSC, for this distinction. He added that USG is proud of the results of these rankings and their institutions.

### **UNFINISHED BUSINESS**

There was no unfinished business to come before the Board.

### **NEW BUSINESS**

Upon a motion properly made and variously seconded, the Board members present voted unanimously to approve the proposed Board meeting dates for 2025.

Regent Cade Joiner gave an update on the 2024 USG Foundation 20<sup>th</sup> annual gala. He shared that it was an incredible success and thanked Chancellor Perdue, Scott Bryant, the USG Foundation's Board and Christina Paloski and Lawanda Coleman, the Board of Regents, and the student volunteers that participated the evening of the event. Also, Regent Joiner announced that \$1.85 million in sponsorships was received, and Chick-fil-A corporate office gave \$250,000. He continued by sharing that \$5M of the \$10M fostering success commitment from the Fostering Success Act (FSA), Inc. can be counted in this fiscal year's total and that USG will endeavor to raise at least \$5M from other donors in order to unlock the additional \$5M from FSA, which will be counted as it comes in. Regent Joiner also shared that Christina Paloski, Assistant Vice Chancellor for Development, would soon be leaving the System to work elsewhere and commented that she has done a wonderful job at USG.

### **PETITIONS AND COMMUNICATIONS**

Secretary to the Board Christopher McGraw announced that there was a petition in the Board's materials for the Board to consider and that the next Board of Regents meeting will be held on November 12, 2024, at the Board's offices in Atlanta.

### **EXECUTIVE SESSION**

Board Chair Harold Reynolds called for an executive session at approximately 11:47 a.m. to discuss personnel matters, student records, and litigation matters. Upon a motion properly made and variously seconded, the Regents present voted unanimously to go into executive session. An affidavit regarding this executive session is on file with the Office of the Secretary to the Board.

### **RECONVENE**

Following executive session, Board Chair Harold Reynolds reconvened the Board meeting in its regular session at approximately 12:13 p.m. and announced that the Board took no actions during the executive session.

**ADJOURNMENT**

There being no further business to come before the Board, and upon a motion made by Regent Bárbara Rivera Holmes and seconded by Regent Daniel V. Murphy, the meeting adjourned at 12:14 p.m.

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Harold Reynolds  
Chairman, Board of Regents  
University System of Georgia

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Christopher A. McGraw  
Secretary, Board of Regents  
University System of Georgia

## **RESOLUTION**

**WHEREAS**, participation in athletic competitions is a vital part of the overall collegiate educational experience;

**WHEREAS**, biologically female student-athletes could be put at a competitive disadvantage when student-athletes who are biologically male or who have undergone masculinizing hormone therapy compete in female athletic competitions;

**WHEREAS**, some University System of Georgia (USG) institutions are members of the National Collegiate Athletic Association (NCAA), some are members of the National Association of Intercollegiate Athletics (NAIA), and some are members of the National Junior College Athletic Association (NJCAA);

**WHEREAS**, the NCAA's student-athlete transgender participation policy defers to the policies of other organizations that are not affiliated with institutions of higher education to decide the circumstances in which transgender student-athletes can or cannot participate in male or female intercollegiate athletic competitions;

**WHEREAS**, the NJCAA's student-athlete transgender participation policy allows transgender student-athletes to participate in female athletic competitions in some circumstances;

**WHEREAS**, the NAIA has updated its student-athlete transgender participation policy to determine eligibility for participation in sex-specific athletic competitions based on a student-athlete's biological sex;

**NOW, THEREFORE**, the USG's Board of Regents hereby adopts this resolution and urges both the NCAA and the NJCAA to update their student-athlete transgender participation policies such that their policies will be consistent with the NAIA's student-athlete transgender participation policy.

**ADOPTED**, this 8th day of October, 2024.

# AGENDA

## Full Board

November 12, 2024

### Board Policy Revisions

**Recommendation:** That the Board approve the request from Chairman Harold Reynolds to add certain provisions to the Board Policy Manual and to amend other provisions, effective January 1, 2025.

#### **Background:**

The revisions were presented to the Board as an information item at the October 2024 meeting. The revisions to the Board Policy Manual fall into the following categories:

- Equal opportunity and merit
- Institutional and employee political activity
- Mandatory civics instruction for students
- U.S. Department of Education recognized accreditation agencies
- Hiring of senior administrators

**A. Equal opportunity and merit: Add Policy Manual Section 4.2.3.5 Equal Opportunity in Admissions. Amend Policy Manual Sections 6.5.2 Institution Freedom of Expression Policies; 6.6 Non-Discrimination and Anti-Harassment; 8.2.1 Equal Employment Opportunity; 8.2.5 Employee Orientation and Training; 8.3.5.1 Evaluation of Personnel, Faculty**

#### **Current Policies:**

##### 6.5.2 Institution Freedom of Expression Policies

As public institutions of higher education, USG institutions must promote free expression and academic freedom on their campuses. To that end, the unrestricted outdoor areas of institutions are deemed public forums for the campus community of each institution. For purposes of this policy, the campus community means students, faculty, staff, and their invited guests. While institutions may need to enact policies to promote campus safety, to ensure the proper functioning of the academic environment and institution activities, or to further other important institution objectives, those policies should not unduly burden the free expression rights of students, faculty, and staff.

Institutions may maintain and enforce reasonable time, place, and manner restrictions narrowly tailored to serve a significant institutional interest. Such restrictions must employ clear, published, content- and viewpoint-neutral criteria, and provide for ample alternative means of expression. Finally, any such restrictions may include reservation requirements, if needed, but must also allow for members of the campus community to spontaneously and contemporaneously assemble or distribute literature.

Institutions can designate accessible, high-traffic locations on campus as public forum areas for individuals or groups who are not members of the campus community and can require these individuals or groups to comply with reasonable time, place, and manner restrictions, including reservation requirements. Institutions may not consider the content or viewpoint of expression when requiring or assigning use of public forum areas.

USG institutions must place their student free expression policies and procedures in the student handbook and make the same publicly available online. These policies and procedures must also be incorporated into student orientation programs. Finally, institutions must develop materials, programs, and procedures to ensure that faculty and staff understand the institutional policies and duties regarding free expression on campus.

## 6.6 Non-Discrimination and Anti-Harassment

The Board of Regents prohibits unlawful discrimination, harassment, and retaliation within the University System of Georgia (USG) and all USG institutions based on any characteristic protected by law.

### 8.2.1 Equal Employment Opportunity

No person shall be excluded from employment or participation in, denied the benefits of, or subjected to discrimination, harassment, or retaliation under any program or activity conducted by the Board of Regents of the University System of Georgia (USG) or any USG institution based on any characteristic protected by law. Incidents of discrimination, unlawful harassment, and retaliation will be met with appropriate disciplinary action, up to and including dismissal from the USG.

### 8.2.5 Employee Orientation

Each new employee shall read and become familiar with the contents of the policies and procedures of the Board of Regents, the University System of Georgia (USG), and the employee's institution that are applicable to the employee.



### 8.3.5 Evaluation of Personnel

#### 8.3.5.1 Faculty

Each University System of Georgia (USG) institution shall establish definite and stated criteria, consistent with Board of Regents' policies, the Academic and Student Affairs Handbook and the statutes of the institution, against which the performance of each faculty member will be evaluated. The criteria shall include evaluation of instruction, student success activities, research/scholarship, and service as is appropriate to the faculty member's institution, school or college, and department, and responsibilities. The criteria shall be submitted to the USG Chief Academic Officer for review and approval.

Each institution, as part of its evaluative procedures, will utilize a system of faculty evaluations by students, with the improvement of teaching effectiveness and student learning as the main focus of these student evaluations. The evaluation procedures may also utilize a system of peer evaluations, with emphasis placed on the faculty member's professional development across the scope of their responsibilities. In those cases, in which a faculty member's primary responsibilities do not include teaching, the evaluation should focus on excellence in those areas (e.g., research, administration, and elements of student success) where the individual's major responsibilities lie. While a faculty member's performance evaluation may be deemed as "Not Meeting Expectations" for other reasons, they must be so assessed if a majority of their work responsibilities are assessed as "Not Meeting Expectations".

Each University System of Georgia (USG) institution shall conduct in-depth pre-tenure reviews of all faculty in their third year of progress toward tenure with a focus on the criteria established for promotion and tenure, emphasizing excellence in teaching and involvement in student success activities. The institution shall develop pre-tenure review policies, as well as any subsequent revisions.

The result of the faculty member's annual evaluations will be utilized as a part of subsequent pre-tenure and post-tenure reviews as well as retention, promotion, and tenure decisions.

#### **Proposed Revisions:**

##### 4.2.3.5 Equal Opportunity in Admissions

All admissions processes and decisions shall be free of ideological tests, affirmations, and oaths, including diversity statements. No applicant for admission shall be asked to or required to affirmatively ascribe to or opine about political beliefs, affiliations, ideals, or principles, as a condition for admission.

### 6.5.2 Institution Freedom of Expression Policies

As public institutions of higher education, USG institutions must promote free expression and academic freedom on their campuses. To that end, the unrestricted outdoor areas of institutions are deemed public forums for the campus community of each institution. For purposes of this policy, the campus community means students, faculty, staff, and their invited guests. While institutions may need to enact policies to promote campus safety, to ensure the proper functioning of the academic environment and institution activities, or to further other important institution objectives, those policies should not unduly burden the free expression rights of students, faculty, and staff.

Institutions may maintain and enforce reasonable time, place, and manner restrictions narrowly tailored to serve a significant institutional interest. Such restrictions must employ clear, published, content- and viewpoint-neutral criteria, and provide for ample alternative means of expression. Finally, any such restrictions may include reservation requirements, if needed, but must also allow for members of the campus community to spontaneously and contemporaneously assemble or distribute literature.

Institutions can designate accessible, high-traffic locations on campus as public forum areas for individuals or groups who are not members of the campus community and can require these individuals or groups to comply with reasonable time, place, and manner restrictions, including reservation requirements. Institutions may not consider the content or viewpoint of expression when requiring or assigning use of public forum areas.

USG institutions must place their student free expression policies and procedures in the student handbook and make the same publicly available online. **Student orientation programs must incorporate these policies and procedures as well as related training in civil discourse, open inquiry, robust debate, intellectual diversity, and respect for others.** ~~These policies and procedures must also be incorporated into student orientation programs.~~ Finally, institutions must develop materials, programs, and procedures to ensure that faculty and staff understand the institutional policies and duties regarding free expression on campus. **No institution orientation or training for students or employees may include ideological tests, affirmations, or oaths, including diversity statements.**

### 6.6 Non-Discrimination and Anti-Harassment

~~The Board of Regents prohibits unlawful discrimination, harassment, and retaliation within the University System of Georgia (USG) and all USG institutions based on any characteristic protected by law.~~

**Equal opportunity and decisions based on merit are fundamental values of the University System of Georgia (USG). The Board of Regents prohibits discrimination on the basis of an individual's age, color, disability, genetic information, national origin, race, religion, sex, or veteran status ("protected status"). No individual shall be excluded from participation in, denied the benefits of, or otherwise subjected to unlawful discrimination, harassment, or retaliation under, any USG**

program or activity because of the individual's protected status; nor shall any individual be given preferential treatment because of the individual's protected status, except that preferential treatment may be given on the basis of veteran status when appropriate under federal or state law.

### 8.2.1 Equal Employment Opportunity

~~No person shall be excluded from employment or participation in, denied the benefits of, or subjected to discrimination, harassment, or retaliation under any program or activity conducted by the Board of Regents of the University System of Georgia (USG) or any USG institution based on any characteristic protected by law. Incidents of discrimination, unlawful harassment, and retaliation will be met with appropriate disciplinary action, up to and including dismissal from the USG.~~

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All employment processes and decisions, including but not limited to hiring, promotion, and tenure, shall be free of ideological tests, affirmations, and oaths, including diversity statements. The basis and determining factor for all such decisions should be that the individual possesses the requisite knowledge, skills, and abilities associated with the role, and is believed to have the ability to successfully perform the essential functions, responsibilities, and duties associated with the position for which the individual is being considered. At the core of any such decision is ensuring the institution's ability to achieve its mission and strategic priorities in support of student success.

### 8.2.5 Employee Orientation and Training

Each new employee shall read and become familiar with the contents of the policies and procedures of the Board of Regents, the University System of Georgia (USG), and the employee's institution that are applicable to the employee.

All mandatory training required by an institution must be approved by the institution's Chief Human Resources Officer (CHRO) and the institution's President. No institution training may include ideological tests, affirmations, or oaths, including diversity statements. Mandatory employee training should be limited to that which complies with Board of Regents policy and

federal and state laws and regulations. Individual units and departments within an institution are not permitted to mandate training for department employees beyond that approved by the institution's CHRO and President.

### 8.3.5 Evaluation of Personnel

#### 8.3.5.1 Faculty

Faculty shall be evaluated based on the merits of their performance and qualifications. As such, Each University System of Georgia (USG) institution shall establish definite and stated criteria, consistent with Board of Regents' policies, the Academic and Student Affairs Handbook and the statutes of the institution, against which the performance of each faculty member will be evaluated. The criteria shall include evaluation of instruction, student success activities, research/scholarship, and service as is appropriate to the faculty member's institution, school or college, and department, and responsibilities. The criteria shall be submitted to the USG Chief Academic Officer for review and approval. Faculty shall not be evaluated based on other factors outside of these established criteria.

Each institution, as part of its evaluative procedures, will utilize a system of faculty evaluations by students, with the improvement of teaching effectiveness and student learning as the main focus of these student evaluations. The evaluation procedures may also utilize a system of peer evaluations, with emphasis placed on the faculty member's professional development across the scope of their responsibilities. In those cases, in which a faculty member's primary responsibilities do not include teaching, the evaluation should focus on excellence in those areas (e.g., research, administration, and elements of student success) where the individual's major responsibilities lie. While a faculty member's performance evaluation may be deemed as "Not Meeting Expectations" for other reasons, they must be so assessed if a majority of their work responsibilities are assessed as "Not Meeting Expectations".

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The result of the faculty member's annual evaluations will be utilized as a part of subsequent pre-tenure and post-tenure reviews as well as retention, promotion, and tenure decisions.

## **Recommended New Policies:**

### 4.2.3.5 Equal Opportunity in Admissions

All admissions processes and decisions shall be free of ideological tests, affirmations, and oaths, including diversity statements. No applicant for admission shall be asked to or required to affirmatively ascribe to or opine about political beliefs, affiliations, ideals, or principles, as a condition for admission.

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The result of the faculty member's annual evaluations will be utilized as a part of subsequent pre-tenure and post-tenure reviews as well as retention, promotion, and tenure decisions.

**B. Institutional and employee political activity: Amend Board Policy Sections 6.4 Political Interference; 8.2.18.3 Prohibition on Certain Political Activities; No Official Endorsement of Affiliation and Avoidance of the Appearance Thereof**

**Current Policies:**

6.4 Political Interference

The Board of Regents is unalterably opposed to political interference or domination of any kind or character in the affairs of any University System of Georgia (USG) institution.

8.2.18.3 Prohibition on Certain Political Activities; No Official Endorsement of Affiliation and Avoidance of the Appearance Thereof

USG employees are encouraged to fulfill their civic obligations and engage in the normal political processes of society, including the right to express their personal opinions on matters of public concern, and nothing in this policy is intended to infringe or restrict free expression rights guaranteed by the United States Constitution or the Georgia Constitution. Nevertheless, it is inappropriate for USG employees to manage or enter political campaigns while on duty to perform services for the USG, or to hold elective political office at the state or federal level while employed by the USG. Likewise, USG employees must not hold themselves out as speaking or acting on behalf of the USG or its institutions when participating in political activities and must take reasonable measures to avoid any appearance that such participation is in an official capacity as an employee of the USG or its institutions.

In light of the foregoing, the following rules govern all USG employees when engaging in political activities and associated political expression:

1. A USG employee may not manage or take an active part in a political campaign that interferes with the performance of duties or services for which he or she receives compensation from the USG.
2. A USG employee may not hold elective political office at the state or federal level.
3. A USG employee seeking elective political office at the state or federal level must first request a leave of absence without pay beginning prior to qualification as a candidate in a primary or general election and ending after the general or final election. If elected to state or federal office, a USG employee must resign prior to assuming office.
4. A USG employee may seek and hold elective office at other than the state or federal level, or seek and hold an appointive office, when doing so does not conflict or interfere with the employee's duties and responsibilities to the USG or the employee's institution, as applicable.



5. A USG employee engaging in political activities and/or associated political expression must do so only in their personal capacity and shall not speak on behalf of the USG or its institutions or hold themselves out as representing the USG or its institutions, unless specifically authorized by the USG or the employee's institution, as applicable.
6. When a USG employee engages in political activities and/or associated political expression in their personal capacity, such employee must take reasonable steps to avoid any appearance that such political activities and/or associated political expression represents the views of, or is endorsed by, the USG or its institutions. For example, USG employees are not prohibited from noting in a biographical description their employment status, title, or affiliation with the USG or their institution, or their background and credentials, but if an employee does so, the employee must make clear that the employee is not speaking in the employee's capacity as an employee of the USG or the employee's institution.
7. USG employees are prohibited from using state property, resources, or materials (including work email) or work time to communicate personal political views or in conjunction with any political campaigning. In addition, employees are prohibited from using any USG registered trademarks when expressing personal opinions on political issues, unless they are expressly authorized to do so.

### **Proposed Revisions:**

#### 6.4 Political Interference

The Board of Regents is unalterably opposed to political interference or domination of any kind or character in the affairs of any University System of Georgia (USG) institution. **Accordingly, USG institutions shall remain neutral on social and political issues unless such an issue is directly related to the institution's core mission.**

#### 8.2.18.3 Prohibition on Certain Political Activities; No Official Endorsement of Affiliation and Avoidance of the Appearance Thereof

USG employees are encouraged to **exercise their First Amendment rights**, fulfill their civic obligations and engage in the normal political processes of society; **This includes the right to express their personal opinions on matters of public concern; to register to vote and otherwise participate in elections; and to participate in and make financial contributions to political organizations and campaigns.** ~~and a~~ Nothing in this policy is intended to infringe or restrict free expression rights guaranteed by the United States Constitution or the Georgia Constitution. Nevertheless, it is inappropriate for USG employees to **engage in such political activities** ~~manage or enter political campaigns~~ while on duty to perform services for the USG, **to utilize USG or other public resources to do so**, or to hold elective political office at the state or federal level while employed by the USG. Likewise, USG employees must not hold themselves out as

speaking or acting on behalf of the USG or its institutions when participating in political activities and must take reasonable measures to avoid any appearance that such participation is in an official capacity as an employee of the USG or its institutions.

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2. A USG employee may not hold elective political office at the state or federal level.
3. A USG employee seeking elective political office at the state or federal level must first request a leave of absence without pay beginning prior to qualification as a candidate in a primary or general election and ending after the general or final election. If elected to state or federal office, a USG employee must resign prior to assuming office.
4. A USG employee may seek and hold elective office at other than the state or federal level, or seek and hold an appointive office, when doing so does not conflict or interfere with the employee's duties and responsibilities to the USG or the employee's institution, as applicable.
5. A USG employee engaging in political activities and/or associated political expression must do so only in their personal capacity and shall not speak on behalf of the USG or its institutions or hold themselves out as representing the USG or its institutions, unless specifically authorized by the USG or the employee's institution, as applicable.
6. When a USG employee engages in political activities and/or associated political expression in their personal capacity, such employee must take reasonable steps to avoid any appearance that such political activities and/or associated political expression represents the views of, or is endorsed by, the USG or its institutions. For example, USG employees are not prohibited from noting in a biographical description their employment status, title, or affiliation with the USG or their institution, or their background and credentials, but if an employee does so, the employee must make clear that the employee is not speaking in the employee's capacity as an employee of the USG or the employee's institution.
7. USG employees are prohibited from using state property, resources, or materials (including work email) or work time to communicate personal political views or in conjunction with any political campaigning. In addition, employees are prohibited from using any USG registered trademarks when expressing personal opinions on political issues, unless they are expressly authorized to do so.
8. USG employees shall not make any promise of preferential treatment or any threat of detrimental treatment or actually confer such treatment for the purpose of inducing the

support of or opposition to any political campaign or candidate for political office, political party, or political organization.

9. Neither USG, any USG institution, nor any employee thereof shall ask or require any employee, student, or applicant for employment or admission to affirmatively ascribe to or opine about political beliefs, affiliations, ideals, or principles as a condition for employment, promotion, admission, enrollment, or any benefit or privilege related thereto. This prohibition shall not, however, prevent any employee, student, or applicant for employment or admission from voluntarily engaging in such expression.

Any employee who violates these prohibitions on certain political activities shall be subject to appropriate disciplinary action, up to and including termination.

### **Recommended New Policies:**

#### 6.4 Political Interference

The Board of Regents is unalterably opposed to political interference or domination of any kind or character in the affairs of any University System of Georgia (USG) institution. Accordingly, USG institutions shall remain neutral on social and political issues unless such an issue is directly related to the institution's core mission.

#### 8.2.18.3 Prohibition on Certain Political Activities; No Official Endorsement of Affiliation and Avoidance of the Appearance Thereof

USG employees are encouraged to exercise their First Amendment rights, fulfill their civic obligations and engage in the normal political processes of society.; This includes the right to express their personal opinions on matters of public concern; to register to vote and otherwise participate in elections; and to participate in and make financial contributions to political organizations and campaigns.-Nothing in this policy is intended to infringe or restrict free expression rights guaranteed by the United States Constitution or the Georgia Constitution. Nevertheless, it is inappropriate for USG employees to engage in such political activities while on duty to perform services for the USG, to utilize USG or other public resources to do so, or to hold elective political office at the state or federal level while employed by the USG. Likewise, USG employees must not hold themselves out as speaking or acting on behalf of the USG or its institutions when participating in political activities and must take reasonable measures to avoid any appearance that such participation is in an official capacity as an employee of the USG or its institutions.

In light of the foregoing, the following rules govern all USG employees when engaging in political activities and associated political expression:

1. A USG employee may not manage or take an active part in a political campaign that interferes with the performance of duties or services for which he or she receives compensation from the USG.
2. A USG employee may not hold elective political office at the state or federal level.
3. A USG employee seeking elective political office at the state or federal level must first request a leave of absence without pay beginning prior to qualification as a candidate in a primary or general election and ending after the general or final election. If elected to state or federal office, a USG employee must resign prior to assuming office.
4. A USG employee may seek and hold elective office at other than the state or federal level, or seek and hold an appointive office, when doing so does not conflict or interfere with the employee's duties and responsibilities to the USG or the employee's institution, as applicable.
5. A USG employee engaging in political activities and/or associated political expression must do so only in their personal capacity and shall not speak on behalf of the USG or its institutions or hold themselves out as representing the USG or its institutions, unless specifically authorized by the USG or the employee's institution, as applicable.
6. When a USG employee engages in political activities and/or associated political expression in their personal capacity, such employee must take reasonable steps to avoid any appearance that such political activities and/or associated political expression represents the views of, or is endorsed by, the USG or its institutions. For example, USG employees are not prohibited from noting in a biographical description their employment status, title, or affiliation with the USG or their institution, or their background and credentials, but if an employee does so, the employee must make clear that the employee is not speaking in the employee's capacity as an employee of the USG or the employee's institution.
7. USG employees are prohibited from using state property, resources, or materials (including work email) or work time to communicate personal political views or in conjunction with any political campaigning. In addition, employees are prohibited from using any USG registered trademarks when expressing personal opinions on political issues, unless they are expressly authorized to do so.
8. USG employees shall not make any promise of preferential treatment or any threat of detrimental treatment or actually confer such treatment for the purpose of inducing the support of or opposition to any political campaign or candidate for political office, political party, or political organization.
9. Neither USG, any USG institution, nor any employee thereof shall ask or require any employee, student, or applicant for employment or admission to affirmatively ascribe to or opine about political beliefs, affiliations, ideals, or principles as a condition for employment, promotion, admission, enrollment, or any benefit or privilege related

thereto. This prohibition shall not, however, prevent any employee, student, or applicant for employment or admission from voluntarily engaging in such expression.

Any employee who violates these prohibitions on certain political activities shall be subject to appropriate disciplinary action, up to and including termination.

### **C. Mandatory civics instruction for students: Amend Board Policy Section 3.3.4 United States and Georgia History and Constitutions**

#### **Current Policies:**

##### 3.3.4 United States and Georgia History and Constitutions

All USG institutions shall give instruction in the history of the United States, in the history of Georgia, and in the essentials of the United States Constitution and the Constitution of Georgia.

No undergraduate student shall receive a certificate of graduation or a degree without successfully completing coursework or passing a satisfactory examination on the history of the United States, the history of Georgia, and the provisions and principles of the United States Constitution and the Constitution of Georgia.

#### **Proposed Revisions:**

##### 3.3.4 United States and Georgia History and Constitutions

All USG institutions shall give instruction in the history of the United States, in the history of Georgia, and in the essentials of the United States Constitution and the Constitution of Georgia. For students first enrolling in the 2025-2026 academic year or after, institutions must create learning outcomes in instruction/assessment that address key concepts to include the following primary sources:

- Declaration of Independence
- United States Constitution and Bill of Rights
- Articles of Confederation
- Federalist Papers
- Gettysburg Address

· Emancipation Proclamation

· Letter from Birmingham Jail

· Georgia Constitution and Bill of Rights

No undergraduate student shall receive a certificate of graduation or a degree without successfully completing coursework or passing a satisfactory examination on the history of the United States, the history of Georgia, and the provisions and principles of the United States Constitution and the Constitution of Georgia. This provision complies with O.C.G.A. Section 20-3-68.

### **Recommended New Policies:**

#### 3.3.4 United States and Georgia History and Constitutions

All USG institutions shall give instruction in the history of the United States, in the history of Georgia, and in the essentials of the United States Constitution and the Constitution of Georgia. For students first enrolling in the 2025-2026 academic year or after, institutions must create learning outcomes in instruction/assessment that address key concepts to include the following primary sources:

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**D. U.S. Department of Education recognized accreditation agencies: Amend Board Policy Sections 3.1 General Policy on Academic Affairs; 3.3.5.2 General Education Course Transfer; 3.3.6 Academic Credit Earned Through Extra-Institutional and Prior Learning**

**Current Policies:**

**3.1 General Policy on Academic Affairs**

The Chancellor, the University System Office of Academic Affairs and the University System of Georgia (USG) presidents, their administrative officers and faculties shall develop, adapt, and administer the academic methods and procedures deemed by them to be most effective in promoting efficient operations and the advancement of learning.

Proper functions of the academic authorities include the following:

1. Prescribing the teaching load to be carried by each member of the faculty;
2. Determining the maximum and minimum number of students permitted in a class; and,
3. Defining the nature and form of academic records to be kept concerning members of the faculties and administrative personnel.

Each USG institution president and his or her administrative officers, faculty, and staff shall promote effective higher education and efficient service having in view resources available to the institution. USG academic authorities shall choose the appropriate ways and means that are best adapted to achieve the ends desired. The Board of Regents will hold institutions accountable for their results.

Each institution must maintain accreditation by the Southern Association of Colleges and Schools Commission on Colleges and ensure that all programs requiring accreditation by law, regulation, or Board of Regents' Policy are appropriately accredited.

**3.3.5.2 General Education Course Transfer**

This policy outlines the mechanisms through which TCSG general education courses are approved for transfer to USG institutions and is set forth to ensure that students who transfer between TCSG and USG institutions will not be required to repeat the course work approved for transfer that was successfully completed at another institution.

USG institutions and TCSG institutions will accept general education courses for transfer between their respective institutions as articulated in the TCSG USG Course Transfer Chart

referenced in the USG Academic and Student Affairs Handbook. Courses will only be accepted from institutions accredited by the SACSCOC. Both the USG and the TCSG are committed to and responsible for assuring that faculty teaching these courses meet the SACSCOC comprehensive standard for faculty qualifications.

New TCSG general education courses proposed to be added to the TCSG USG Course Transfer Chart for transfer to USG institutions into any of the Core IMPACTS domains will follow the same review procedure required for new Core Curriculum courses proposed by USG institutions:

- The TCSG System Office staff will present the proposed course(s) to the USG System Office.
- The USG System Office will convene a meeting of the appropriate disciplinary Regents Academic Advisory Committee(s). Non-voting faculty designated from the TCSG will be invited to participate.
- Course(s) approved by a Regents Academic Advisory Committee for transfer into any of the Core IMPACTS domains will be recommended to the USG General Education Council for review.
- Course(s) approved by the USG General Education Council will be reviewed by System Office staff who will submit the courses to the USG Board of Regents for final action.

Upon receipt of USG Board of Regents approval for the designated course(s), TCSG colleges will clearly publicize the designated approval categories to TCSG students, and the USG will update the TCSG USG Course Transfer Chart and notify all USG institutions.

This same process would apply to any TCSG courses already on the USG Course Transfer Chart that have been significantly modified.

### 3.3.6 Academic Credit Earned Through Extra-Institutional and Prior Learning

University System of Georgia (USG) institutions shall provide students with opportunities to be evaluated and earn academic credit for assessed extra-institutional and prior learning toward the completion of a degree program, including course credit earned from military experience.

Once transcribed to the student record, credits awarded for extra-institutional and prior learning at a USG institution shall be applied toward a degree program, regardless of how the credit was earned. Credits awarded for extra-institutional and prior learning by one USG institution shall transfer as the designated course to another USG institution if a student has passed a higher-level course in the course sequence offered at the previously attended USG institution.

Institutions shall maintain a review process for extra-institutional and prior learning that adheres to SACSCOC policies and guidelines, minimizes the number of credits that do not contribute to progress toward a degree program, and does not improperly affect student eligibility for financial aid. Additional guidance for awarding credit for extra-institutional or prior learning is provided in the Academic & Student Affairs Handbook.



## **Proposed Revisions:**

### 3.1 General Policy on Academic Affairs

The Chancellor, the University System Office of Academic Affairs and the University System of Georgia (USG) presidents, their administrative officers and faculties shall develop, adapt, and administer the academic methods and procedures deemed by them to be most effective in promoting efficient operations and the advancement of learning.

Proper functions of the academic authorities include the following:

1. Prescribing the teaching load to be carried by each member of the faculty;
2. Determining the maximum and minimum number of students permitted in a class; and,
3. Defining the nature and form of academic records to be kept concerning members of the faculties and administrative personnel.

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Each institution must maintain accreditation by **an accreditation agency recognized by the United States Department of Education as a reliable authority regarding the quality of education or training offered by the institutions they accredit**~~the Southern Association of Colleges and Schools Commission on Colleges~~ and ensure that all programs requiring accreditation by law, regulation, or Board of Regents' Policy are appropriately accredited.

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Institutions shall maintain a review process for extra-institutional and prior learning that adheres to **the institutional accrediting agency's** SACSCOC policies and guidelines, minimizes the number of credits that do not contribute to progress toward a degree program, and does not improperly affect student eligibility for financial aid. Additional guidance for awarding credit for extra-institutional or prior learning is provided in the Academic & Student Affairs Handbook.

## **Recommended New Policies:**

### 3.1 General Policy on Academic Affairs

The Chancellor, the University System Office of Academic Affairs and the University System of Georgia (USG) presidents, their administrative officers and faculties shall develop, adapt, and administer the academic methods and procedures deemed by them to be most effective in promoting efficient operations and the advancement of learning.

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## **E. Hiring of senior administrators: Amend Board Policy Section 2.6.3 Personnel Policies**

### **Current Policies:**

#### 2.6.3 Personnel Policies

The President is responsible for the initial appointment of faculty members and administrative employees of each institution and the salary and all promotions of those employees. The President may reappoint faculty members and administrative employees except as otherwise specified in this Policy Manual. The President may accept the resignation of any employee of his or her institution on behalf of the Board of Regents.

To ensure accountability and effective management of the institution, the President shall consult with the Chancellor or the Chancellor's designee about significant personnel actions involving certain administrative employees as required by other provisions of this Policy Manual. These employees include, but may not be limited to, the chief business officer, chief academic officer, Title IX coordinator, and internal auditor.

The President may grant leaves of absence for members of the faculty for study at other institutions or for such reasons as the President may deem proper.

The President shall make such reports as required from time to time to the Board, through the Chancellor, of the condition of the institution under his or her leadership.

#### 2.7 Organization Structure and Changes

Presidents are authorized to develop the organizational structure required to effectively manage their institution. Changes involving the addition, deletion, or substantive name change of a unit reporting directly to the President shall be reported to the Chancellor at least two weeks prior to the effective date of the change.

### **Proposed Revisions:**

#### 2.6.3 Personnel Policies

The Board of Regents has the Constitutional authority for the government, control, and management of the University System of Georgia (USG) and all of its institutions, which includes the oversight of institutional hiring and search processes.

The President is responsible for the initial appointment of faculty members and administrative employees of each institution and the salary and all promotions of those employees. The

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USG institutions must have a formal search process for all senior administrator hires which would include details surrounding the search process, priorities, the make-up of committee members, hiring criteria, and the use of search firms if search firms are to be used. For purposes of this policy, senior administrators include: provosts, vice presidents, vice provosts, deans, and similar level positions.

The Board of Regents gives the authority to the Chancellor or the Chancellor's designee to make any changes to an institution's search process based on the Board's priorities. Each President is ultimately responsible for all hires at the institution.

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### **Recommended New Policies:**

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**AGENDA**  
**COMMITTEE ON ACADEMIC AFFAIRS**  
**November 12, 2024**

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**ACTION ITEMS****I. Academic Programs****New Program Requests****1. Establishment of a Doctor of Medicine (MD), University of Georgia**

**Recommended:** That the Board approve the request from President Jere Morehead that University of Georgia be authorized to establish a Doctor of Medicine, effective fall 2026.

**Degree Name/Classification of Instructional Program/Modality:**

Doctor of Medicine

51120100 Medicine.

On Campus (Athens)

**System and Institutional Context****System-Wide/Strategic Plan Context (within mission fit):**

The UGA School of Medicine (SOM) directly extends the mission of the USG. At the core of the UGA SOM is the plan to develop and expand research, both educational and biomedical. The SOM will develop teaching programs to support both the education of future physicians seeking an M.D. degree and will also support learners in graduate medical education programs. Faculty, staff, students, and residents will engage in provision of health care services to the communities of Georgia.

**Institutional Mission Fit:**

The University of Georgia motto, “to teach, to serve, and to inquire into the nature of things,” reflects the university’s integral and unique role in conserving and enhancing the state and nation’s intellectual, cultural, and environmental heritage. UGA 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.

In creating a School of Medicine, the University of Georgia is responding to the unmet need of an adequate healthcare workforce for Georgia, while leveraging existing research strengths to address knowledge gaps in health and mobilizing its successes in public service to improve the health of the state.

**Need/Workforce Context**

According to an external study performed in September 2023 by healthcare consultant firm Tripp Umbach, the state of Georgia currently ranks 40th in the nation in the ratio of active patient care physicians to population. In addition, Georgia faces significant health challenges, including a high infant mortality rate and high rates of obesity, stroke, diabetes, and heart disease.

In an effort to meet physician workforce needs, the Board of Regents formed a medical education partnership between the Medical College of Georgia and the University of Georgia in Athens in 2009, an initiative now known as the AU/UGA Medical Partnership. This 4-year regional campus of the Medical College of Georgia has expanded medical education and research initiatives and trained a new generation of healthcare professionals equipped to tackle the changing healthcare environment. However, fifteen years later, Georgia continues to face a pressing need for more physicians to meet the healthcare demands of its growing population.

By increasing the number and capacity of medical schools, Georgia can produce more physicians and ensure that they are trained and acclimated to the specific healthcare needs of the state’s diverse communities. This approach bolsters Georgia’s ability to provide quality healthcare and promotes talent retention within the state, helping to alleviate physician shortages, particularly in underserved rural areas.

**Labor Market/Career Placement Outlook/Salary:**

Occupation	O*Net <sup>1</sup>	Current Employment	% Growth	Average Salary (O-Net data)
	(Outlook)			
Family Medicine Physician	90	1860	18	\$211,300
General Surgeon	50	1300	12	\$239,200+
Pediatrician	30	750	8	\$190,350
Obstetrician / Gynecologist	20	620	8	\$239,200+

**Curriculum**

Learning Outcomes

1. Develop, maintain, and apply the medical knowledge and problem-solving skills necessary for the care of patients and communities.
2. Demonstrate compassionate, patient-centered, equitable, evidence-based care that is effective for treating health problems and promoting health.
3. Utilize appropriate strategies and tactics to adapt behavior, foster improvement, and cultivate lifelong learning.

4. Demonstrate effective communication and collaboration skills with patients, families, caregivers, and other team members to facilitate patient-centered, quality medical care and the therapeutic relationship.
5. Demonstrate professionalism in all activities and conduct ethical patient-centered care.
6. Apply knowledge of the larger context of health to optimize care for patients, communities, and populations.
7. Integrate personal and professional values, and the skills used to maintain those values, into one's professional identity as a physician.
8. Demonstrate service, advocacy, and leadership in the care of patients at the individual, community, and societal level, accounting for health disparities and nonbiologic determinants of health.

**Experiential Opportunities (High Impact Practices):**

The required preclinical curriculum is delivered primarily through small group learning using a problem-based learning format within a case-based learning framework. First and second year small group learning also employs team-based learning.

Throughout all four years the program requires hands-on skills training, reflective practices, and technology-enhanced learning. First and second year students also benefit from service-learning and research opportunities.

**Assessment Plan:**

Students are assessed weekly during the first and second years with a formative quiz each Friday, and each course ends with a summative final exam. Students are also assessed on the competency-based objectives in community and population health coursework, small group learning, and on clinical skills, the latter through standardized patient encounters throughout the first two years of the curriculum. A more formal assessment of students' clinical skills is accomplished by taking Objective Structured Clinical Examinations (OSCEs) at the end of each year of the first three years of the curriculum, for a total of three OSCEs. The OSCE uses standardized patients in real life medical scenarios where students are assessed on the competency-based objectives. The student will have 10-12 different patient encounters for each OSCE. Finally, outcomes will be assessed via the rate of successful residency placement and the rate at which students pass the US Medical Licensing Examination.

**Enrollment Forecast:**

	Year 1	Year 2	Year 3	Year 4	Year 5
Fiscal Year (Fall to Summer)	2026-27	2027-28	2028-29	2029-30	2030-2031
Base enrollment <sup>1</sup>		60	123	194	213
Lost to Attrition (should be negative)		-1	-1	-1	-1
New to the institution	60	64	72	80	88
Shifted from Other programs within your institution	0	0	0	0	0
<b>Total Enrollment</b>	<b>60</b>	<b>123</b>	<b>194</b>	<b>273</b>	<b>300</b>
Graduates	0	0	0	60	64
Carry forward base enrollment for next year	60	123	194	213	236

**Pipeline and Marketing Plan:**

The existing AU/UGA Medical partnership will be phased out as UGA’s program is brought online and AU refocuses efforts on a new partnership with Georgia Southern to increase further capacity for medical programs in the state. In the first year, the new UGA School of Medicine will admit the first-year cohort while the AU/UGA partnership will continue working with the years 2 – 4 cohorts. In the second year, the UGA SOM will then train the first- and second-year cohorts while the AU/UGA partnership continues training the now year 3-4 cohorts. By this phased approach, the program will be completely taught by UGA by year 4 and the AU/UGA medical partnership will end. The AU/UGA medical partnership faculty/staff will stay with the new UGA School of Medicine so it will be a seamless transition for students. As such, the existing pipeline as well as marketing processes for the AU/UGA medical partnership will shift to become the new UGA pipeline and marketing plan.

**Financial Impacts:**

All faculty at the AU/UGA Medical Partnership (a mix of AU and UGA employees) will be gradually transitioned over to the new UGA School of Medicine as the new UGA medical students start their education. For an interim period, faculty at the Medical Partnership and the UGA SOM will have a primary faculty appointment at the university where they are employed (UGA or AU), and an adjunct at the opposite one. For example, for a UGA employed faculty, they will hold a faculty appointment in the UGA SOM, but then hold an Augusta University adjunct appointment at MCG until the Medical Partnership dissolves. The accrediting body, the LCME, requires that a faculty hold an appt. to teach medical

students. Staff are already employed by UGA, and their roles will continue in the new UGA SOM.

Additional faculty and staff will be necessary to provide teaching needs as enrollment grows and to build out the infrastructure that an independent medical school requires. This includes personnel for the offices of admissions, financial aid, curriculum, student affairs and success, Dean's office, finance, HR, IT, legal, wellness, registrar, marketing and communications, and development to assist with fundraising. The UGA SOM is also establishing a research program, which will include hiring 5 research scientists and 3 staff over the next 4 years.

**Facility Impacts:**

Governor Brian Kemp supported a new Medical School Building with \$50 million in the amended FY24 budget to be matched by UGA through philanthropy and other funding sources. The total cost will be approximately \$100 million. UGA has already secured \$15 million from the UGA Foundation and another \$10 million from the UGA Research Foundation. In addition, the university has received pledges for an additional \$11 million. The UGA Development office is continuing to reach out to secure the remaining dollars. This new space will be used in addition to the current space as the class size grows past 72 students per class. Some additional minor renovations may be needed to the existing Russell Hall and George Hall spaces as the class size expands to support the programming needs.

**Technology Impacts:**

A \$3.65 million investment in start-up costs related to technology along with roughly \$700,000 in ongoing costs are projected for the MD program related to the specialized equipment (e.g., ultrasound equipment, simulation rooms, crash carts).

## Termination Requests

### 2. Georgia Southwestern State University

**Recommended:** That the Board approve the request of President Michelle Johnston that Georgia Southwestern State University be approved to terminate the following degree programs effective spring 2025.

- a. Bachelor of Science in Education with a major in Music with Teacher Education

**Abstract:** This program has been delivered through the existing Bachelor of Arts in Music (concentration in Teacher Education) since at least 2005. There have been no students enrolled or who have graduated from the BSED version of this program of study.

### 3. Kennesaw State University

**Recommended:** That the Board approve the request of President Kathy Schwaig that Kennesaw State University be approved to terminate the following degree programs effective Spring 2025.

- a. Specialist in Education with a major in Elementary Education
- b. Doctor of Education with a major in Elementary Education
- c. Bachelor of Science with a major in Art Education

**Abstract:** In 2019-2020, Kennesaw began consolidation efforts for several of the graduate education programs. As a result of those efforts, the EdS and EdD were both formerly deactivated in 2021. Prospective EdS students are encouraged to consider the EdS in Curriculum and Instruction or Instructional Technology while prospective EdD students are encouraged to consider the EdD in Instructional Technology or Teacher Leadership. Additionally, Kennesaw has consolidated the BS in Art Education with the Bachelor of Fine Arts. No students remain in these programs.

### 4. Georgia State University

**Recommended:** That the Board approve the request of President M. Brian Blake that Georgia State University be approved to terminate the following degree programs effective spring 2025.

- a. Doctor of Philosophy with a major in Labor/Personnel Relations and Studies

**Abstract:** This program was deactivated by the institution pre-consolidation and there have been no enrolled/graduated students reported for the consolidated institution.

## 5. Clayton State University

**Recommended:** That the Board approve the request of President Georj Lewis that Clayton State University be approved to terminate the following degree programs effective spring 2025.

- a. Bachelor of Arts with a major in Philosophy

**Abstract:** This program was deactivated in summer 2022 due to a long history of decrease in student demand. The average number of majors in the program between 2016 and 2020 was 6 and the average number of degrees conferred since 2016 was 1. No students remain in this program.

## II. Institutional Mission Statement Reviews

### 6. South Georgia State College

**Recommended:** That the Board approve the request by President Gregory M. Tanner that South Georgia State College revise its institutional mission statement, effective immediately.

**Abstract:** As part of a new strategic planning process begun last fall, it was determined that the institutional mission statement needed to be revised to full align with the USG's new strategic plan. The Strategic Planning Committee conducted a SWOT analysis, formed focus groups, and surveyed faculty, staff, students, and community members for feedback. Data from the surveys informed the committee's decisions, and a one-day strategic planning retreat provided opportunity for focused analysis. After nine months of work, the revised mission statement below was proposed.

**Current Mission Statement:** South Georgia State College, a state college of the University System of Georgia, is a multi-campus, student-centered institution offering high-quality associate and select baccalaureate degree programs. The institution provides innovative teaching and learning experiences, a rich array of student activities and athletic programs, access to unique ecological sites and residential options to create a diverse, globally focused, and supportive learning environment.

**Proposed Mission Statement:** South Georgia State College supports students in achieving their academic and professional goals by providing high-quality associate and baccalaureate degree programs in an affordable, accessible, and supportive learning environment.



## 7. Atlanta Metropolitan State College

**Recommended:** That the Board approve the request by President Ingrid Thompson-Sellers that Atlanta Metropolitan State College revise its institutional mission statement, effective immediately.

**Abstract:** The revised mission is part of overall strategic planning efforts at Atlanta Metropolitan State College. The mission revision was initiated at a summer leadership retreat of the President's Extended Cabinet, which includes Vice Presidents, Deans, Department Heads, and Managers, and continued to be reviewed and refined through the fall semester before receiving unanimous approval.

**Current Mission Statement:** Atlanta Metropolitan State College, an access institution of the University System of Georgia, educates students from diverse backgrounds by providing affordable, career-focused bachelor's and associate degree programs. The College offers student-centered instruction, civic/community engagement, and quality services that lead to the success of its inter-generational 21st century graduates.

**Proposed Mission Statement:** Atlanta Metropolitan State College provides educational access to a diverse student population and fosters a positive growth environment through student-focused teaching, quality support services, and community engagement.

### III. Board Policy Revisions

#### **8. Revision to Board of Regents Policy Manual, Subsection 4.6.5.2 Process for Investigating and Resolving Disputed Reports, Subsection 6.7 Sexual Misconduct Policy, and 6.7.2(A) Institutional Reports**

**Recommended:** That the Board approve the request from Vice Chancellor of Legal Affairs Chris McGraw to amend the Board Policy on Process for Investigating and Resolving Disputed Reports and the Sexual Misconduct Policy effective November 12, 2024.

**Abstract:** Current Board Policy states that there is a System Director for Title IX. This position was discontinued and then repurposed into an Assistant Vice Chancellor for Student Affairs, and we are updating the language in these policies to address these changes. There are also changes in regard to how the system addresses the assigning of investigators.

#### **Current Policy: 4.6.5.2 Process for Investigating and Resolving Disputed Reports**

##### **Jurisdiction:**

Each institution shall take necessary and appropriate action to protect the safety and well-being of its community. Accordingly, student conduct should be addressed when such acts occur on institution property, at institution-sponsored or affiliated events, or otherwise violate the institution's student conduct policies, regardless as to where such conduct occurs. If the student has admitted responsibility and has voluntarily decided to participate in the informal process, the procedures outlined in this section will not apply.

##### **Access to Advisors:**

The Respondent and Complainant (where applicable), as parties to these proceedings, shall have the right to have an advisor (who may or may not be an attorney) of the party's choosing, and at their own expense, for the express purpose of providing advice and counsel. The advisor may be present during meetings and proceedings during the investigatory and/or resolution process at which his or her advisee is present. The advisor may advise their advisee in any manner, including providing questions, suggestions, and guidance on responses to any questions posed to the advisee, but shall not participate directly during the investigation or hearing process.

##### **Initial Evaluation of Student Conduct Reports:**

Regardless of how an institution becomes aware of alleged misconduct, the institution shall ensure a prompt, fair, and impartial review and resolution of complaints alleging student misconduct. Where a report of student misconduct has been made to the appropriate department and/or person, the institution shall review the complaint to determine whether the allegation(s) describes conduct in violation of the institution's policies and/or code of conduct. If the reported conduct would not be a violation of the institution's policies and/or code of conduct, even if true, then the report should be dismissed. Otherwise, a prompt, thorough, and impartial investigation,

and review shall be conducted into each complaint received to determine whether charges against the Respondent should be brought.

Any report that involves allegation(s) of conduct that could lead to the suspension or expulsion of the Respondent(s) in an initial violation must be promptly reported to the System Director of Equity & Investigations (“System Director”) by the institution. The System Director will work with the institution to determine whether any interim measure(s) are necessary, to assign an investigator and may collaboratively supervise the investigation with the appropriate institution professional (e.g., the Title IX Coordinator, Dean of Students). If an allegation is not initially identified as one that could lead to suspension or expulsion of the Respondent(s), but facts arise during the course of the investigation that would require notice to the System Director, then the institution shall report that case to the System Director or their designee prior to proceeding.

*(Subsection 4.6.5.2 continues, but no changes are being proposed in the remainder of this subsection.)*

### **Proposed Revision:**

#### **Jurisdiction:**

Each institution shall take necessary and appropriate action to protect the safety and well-being of its community. Accordingly, student conduct should be addressed when such acts occur on institution property, at institution-sponsored or affiliated events, or otherwise violate the institution’s student conduct policies, regardless as to where such conduct occurs. If the student has admitted responsibility and has voluntarily decided to participate in the informal process, the procedures outlined in this section will not apply.

#### **Access to Advisors:**

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then the report should be dismissed. Otherwise, a prompt, thorough, and impartial investigation, and review shall be conducted into each complaint received to determine whether charges against the Respondent should be brought.

Any report that involves allegation(s) of conduct that could lead to the suspension or expulsion of the Respondent(s) in an initial violation must be promptly reported to the ~~System Director of Equity & Investigations (“System Director”)~~ Assistant Vice Chancellor for Student Affairs or designee by the institution. The ~~System Director~~ Assistant Vice Chancellor for Student Affairs or designee will work with the institution to determine whether any interim measure(s) are necessary, ~~to determine if an investigator needs to be assigned~~ ~~assign an investigator~~ and may collaboratively supervise the investigation with the appropriate institution professional (e.g., the Title IX Coordinator, Dean of Students). If an allegation is not initially identified as one that could lead to suspension or expulsion of the Respondent(s), but facts arise during the course of the investigation that would require notice to the ~~System Director~~ Assistant Vice Chancellor for Student Affairs or designee, then the institution shall report that case to the ~~System Director~~ Assistant Vice Chancellor for Student Affairs or their designee prior to proceeding.

### **Recommended New Policy:**

#### **Jurisdiction:**

Each institution shall take necessary and appropriate action to protect the safety and well-being of its community. Accordingly, student conduct should be addressed when such acts occur on institution property, at institution-sponsored or affiliated events, or otherwise violate the institution’s student conduct policies, regardless as to where such conduct occurs. If the student has admitted responsibility and has voluntarily decided to participate in the informal process, the procedures outlined in this section will not apply.

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The Respondent and Complainant (where applicable), as parties to these proceedings, shall have the right to have an advisor (who may or may not be an attorney) of the party’s choosing, and at their own expense, for the express purpose of providing advice and counsel. The advisor may be present during meetings and proceedings during the investigatory and/or resolution process at which his or her advisee is present. The advisor may advise their advisee in any manner, including providing questions, suggestions, and guidance on responses to any questions posed to the advisee, but shall not participate directly during the investigation or hearing process.

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Regardless of how an institution becomes aware of alleged misconduct, the institution shall ensure a prompt, fair, and impartial review and resolution of complaints alleging student misconduct. Where a report of student misconduct has been made to the appropriate department and/or person, the institution shall review the complaint to determine whether the allegation(s) describes conduct in violation of the institution’s policies and/or code of conduct. If the reported

conduct would not be a violation of the institution's policies and/or code of conduct, even if true, then the report should be dismissed. Otherwise, a prompt, thorough, and impartial investigation, and review shall be conducted into each complaint received to determine whether charges against the Respondent should be brought.

Any report that involves allegation(s) of conduct that could lead to the suspension or expulsion of the Respondent(s) in an initial violation must be promptly reported to the § Assistant Vice Chancellor for Student Affairs or designee by the institution. The Assistant Vice Chancellor for Student Affairs or designee will work with the institution to determine whether any interim measure(s) are necessary, to determine if an investigator needs to be assigned and may collaboratively supervise the investigation with the appropriate institution professional (e.g., the Title IX Coordinator, Dean of Students). If an allegation is not initially identified as one that could lead to suspension or expulsion of the Respondent(s), but facts arise during the course of the investigation that would require notice to the Assistant Vice Chancellor for Student Affairs or designee, then the institution shall report that case to the Assistant Vice Chancellor for Student Affairs or their designee prior to proceeding.

### **Current Policy: 6.7. Sexual Misconduct Policy**

In accordance with federal and state law including, Title IX of the Education Amendments of 1972 ("Title IX") and Title VII of the Civil Rights Act of 1964 (Title VII), the University System of Georgia (USG) prohibits discrimination on the basis of sex in any of its education programs or activities or in employment. The USG is committed to ensuring the highest ethical conduct of the members of its community by promoting a safe learning and working environment. To that end, this Policy prohibits Sexual Misconduct, a form of sex discrimination, as defined herein.

USG institutions are committed to reducing incidents of Sexual Misconduct, providing prevention tools, conducting ongoing awareness and prevention programming, and training the campus community in accordance with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("Clery Act") and the Violence Against Women Act ("VAWA"). Prevention programming and training will promote positive and healthy behaviors and educate the campus community on consent, sexual assault, sexual harassment, alcohol and drug use, dating violence, domestic violence, stalking, bystander intervention, and reporting.

When Sexual Misconduct does occur, all members of the USG community are strongly encouraged to report it promptly through the procedures outlined in this Policy. The purpose of this Policy is to ensure uniformity throughout the USG in reporting and addressing Sexual Misconduct. This Policy applies to all members of the USG community. This Policy is not intended to infringe or restrict rights guaranteed by the United States Constitution including free speech under the First Amendment, or the due process clauses of Fifth and Fourteenth Amendments.

## Reporting Structure

Title IX Coordinators (“Coordinators”) at USG institutions shall have a direct reporting relationship to both the institution’s President or the President’s designee and the USG System Director for Equity and Investigations (“System Director”). The President of each institution shall determine the organizational and operating reporting relationships for the Coordinators at the institution and exercise oversight of institutional issues relating to Sexual Misconduct. However, the System Director shall have authority to direct the Coordinators’ work at each institution as needed to address system-wide issues or directives. The President of each institution shall consult with the System Director on significant personnel actions involving Coordinators, to include but not be limited to, appointment, evaluation, discipline, change in reporting structure, and termination.

### Proposed Revision:

In accordance with federal and state law including, Title IX of the Education Amendments of 1972 (“Title IX”) and Title VII of the Civil Rights Act of 1964 (Title VII), the University System of Georgia (USG) prohibits discrimination on the basis of sex in any of its education programs or activities or in employment. The USG is committed to ensuring the highest ethical conduct of the members of its community by promoting a safe learning and working environment. To that end, this Policy prohibits Sexual Misconduct, a form of sex discrimination, as defined herein.

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When Sexual Misconduct does occur, all members of the USG community are strongly encouraged to report it promptly through the procedures outlined in this Policy. The purpose of this Policy is to ensure uniformity throughout the USG in reporting and addressing Sexual Misconduct. This Policy applies to all members of the USG community. This Policy is not intended to infringe or restrict rights guaranteed by the United States Constitution including free speech under the First Amendment, or the due process clauses of Fifth and Fourteenth Amendments.

## Reporting Structure

Title IX Coordinators (“Coordinators”) at USG institutions shall have a direct reporting relationship to both the institution’s President or the President’s designee and the USG ~~System Director for Equity and Investigations (“System Director”)~~ Assistant Vice Chancellor for Student Affairs or their designee. The President of each institution shall determine the organizational and operating reporting relationships for the Coordinators at the institution and exercise oversight of

institutional issues relating to Sexual Misconduct. However, the ~~System Director Assistant Vice Chancellor for Student Affairs or designee~~ shall have authority to direct the Coordinators' work at each institution as needed to address system-wide issues or directives. The President of each institution shall consult with the ~~Assistant Vice Chancellor for Student Affairs System Director~~ on significant personnel actions involving Coordinators, to include but not be limited to, appointment, evaluation, discipline, change in reporting structure, and termination.

### **Recommended New Policy:**

In accordance with federal and state law including, Title IX of the Education Amendments of 1972 ("Title IX") and Title VII of the Civil Rights Act of 1964 (Title VII), the University System of Georgia (USG) prohibits discrimination on the basis of sex in any of its education programs or activities or in employment. The USG is committed to ensuring the highest ethical conduct of the members of its community by promoting a safe learning and working environment. To that end, this Policy prohibits Sexual Misconduct, a form of sex discrimination, as defined herein.

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When Sexual Misconduct does occur, all members of the USG community are strongly encouraged to report it promptly through the procedures outlined in this Policy. The purpose of this Policy is to ensure uniformity throughout the USG in reporting and addressing Sexual Misconduct. This Policy applies to all members of the USG community. This Policy is not intended to infringe or restrict rights guaranteed by the United States Constitution including free speech under the First Amendment, or the due process clauses of Fifth and Fourteenth Amendments.

### **Reporting Structure**

Title IX Coordinators ("Coordinators") at USG institutions shall have a direct reporting relationship to both the institution's President or the President's designee and the USG Assistant Vice Chancellor for Student Affairs or their designee. The President of each institution shall determine the organizational and operating reporting relationships for the Coordinators at the institution and exercise oversight of institutional issues relating to Sexual Misconduct. However, the Assistant Vice Chancellor for Student Affairs or designee shall have authority to direct the Coordinators' work at each institution as needed to address system-wide issues or directives. The President of each institution shall consult with the Assistant Vice Chancellor for Student Affairs on significant personnel actions involving Coordinators, to include but not be limited to, appointment, evaluation, discipline, change in reporting structure, and termination.

**Current Policy: 6.7.2 (A) Institutional Reports**

An institutional report occurs when the institution has notice of a complaint. That notice occurs in two instances:

1. When a Responsible Employee receives a complaint; or
2. When the Title IX Coordinator or their designee receives a complaint.

Any individual may make a report, but the institution does not have notice of the report until information is known to a Responsible Employee or the Coordinator. The report may be made directly to the Coordinator in multiple formats to include: writing, email, phone, letter, fax, interview, or other method that provides the basis of the complaint of sexual misconduct. There is no specific information required to constitute a report; however, the report should contain as much information as can be provided. Reporting options should be included on the Title IX website.

Complainants, or anyone with knowledge of Sexual Misconduct, may file a report with a Responsible Employee or the Coordinator. That Responsible Employee must provide a complete reporting of all information known to them to the Coordinator. Responsible Employees informed about Sexual Misconduct allegations should not attempt to resolve the situation, but must notify and report all relevant information to the Coordinator as soon as practicable.

Upon receipt of an institutional report, the Coordinator will contact the Complainant. That contact will discuss the availability of supportive measures, the invitation to discuss their wishes with respect to implementation of supportive measures, and explain the process of filing a complaint. An institutional report does not automatically prompt an investigation.

The Coordinator's identity and contact information shall be published by each institution prominently on the institution's website, as well as in any relevant publication. Each institution may choose to have Deputy Title IX Coordinators to whom reports may be made, as well.

The Coordinator shall notify the System Director of any allegation(s) of Sexual Misconduct that could, standing alone as reported, lead to the suspension or expulsion of the Respondent(s). The System Director will work with the institution to determine whether any support services or interim measure(s) are necessary and to assign an investigator who will work under the direction of the System Director or designee, if directed by System Director. If an allegation is not initially identified as one that would lead to the suspension or expulsion of the Respondent(s), but facts arise during the course of the investigation that could lead to the Respondent's suspension or expulsion, the Title IX Coordinator shall notify the System Director or designee. The System Director shall have the discretion to oversee the handling of the complaint.



**Proposed Revision:**

An institutional report occurs when the institution has notice of a complaint. That notice occurs in two instances:

1. When a Responsible Employee receives a complaint; or
2. When the Title IX Coordinator or their designee receives a complaint.

Any individual may make a report, but the institution does not have notice of the report until information is known to a Responsible Employee or the Coordinator. The report may be made directly to the Coordinator in multiple formats to include: writing, email, phone, letter, fax, interview, or other method that provides the basis of the complaint of sexual misconduct. There is no specific information required to constitute a report; however, the report should contain as much information as can be provided. Reporting options should be included on the Title IX website.

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Upon receipt of an institutional report, the Coordinator will contact the Complainant. That contact will discuss the availability of supportive measures, the invitation to discuss their wishes with respect to implementation of supportive measures, and explain the process of filing a complaint. An institutional report does not automatically prompt an investigation.

The Coordinator's identity and contact information shall be published by each institution prominently on the institution's website, as well as in any relevant publication. Each institution may choose to have Deputy Title IX Coordinators to whom reports may be made, as well.

The Coordinator shall notify the ~~System Director~~ **The Assistant Vice chancellor for Student Affairs or their designee** of any allegation(s) of Sexual Misconduct that could, standing alone as reported, lead to the suspension or expulsion of the Respondent(s). The ~~System Director~~ **Assistant Vice Chancellor for Student Affairs or designee** will work with the institution to determine whether any support services or interim measure(s) are necessary ~~and to assign an investigator who will work under the direction of the System~~. If an allegation is not initially identified as one that would lead to the suspension or expulsion of the Respondent(s), but facts arise during the course of the investigation that could lead to the Respondent's suspension or expulsion, the Title IX Coordinator shall notify the ~~System Director~~ **Assistant Vice Chancellor for Student Affairs or designee**. **The Assistant Vice Chancellor for Student Affairs or designee** shall have the discretion to oversee the handling of the complaint.

**Recommended New Policy:**

An institutional report occurs when the institution has notice of a complaint. That notice occurs in two instances:

1. When a Responsible Employee receives a complaint; or
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Any individual may make a report, but the institution does not have notice of the report until information is known to a Responsible Employee or the Coordinator. The report may be made directly to the Coordinator in multiple formats to include: writing, email, phone, letter, fax, interview, or other method that provides the basis of the complaint of sexual misconduct. There is no specific information required to constitute a report; however, the report should contain as much information as can be provided. Reporting options should be included on the Title IX website.

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The Coordinator's identity and contact information shall be published by each institution prominently on the institution's website, as well as in any relevant publication. Each institution may choose to have Deputy Title IX Coordinators to whom reports may be made, as well.

The Coordinator shall notify The Assistant Vice chancellor for Student Affairs or their designee of any allegation(s) of Sexual Misconduct that could, standing alone as reported, lead to the suspension or expulsion of the Respondent(s). The Assistant Vice Chancellor for Student Affairs or designee will work with the institution to determine whether any support services or interim measure(s) are necessary. If an allegation is not initially identified as one that would lead to the suspension or expulsion of the Respondent(s), but facts arise during the course of the investigation that could lead to the Respondent's suspension or expulsion, the Title IX Coordinator shall notify the Assistant Vice Chancellor for Student Affairs or designee. The Assistant Vice Chancellor for Student Affairs or designee shall have the discretion to oversee the handling of the complaint.

**CONSENT ITEMS**

**IV. Named/Endowed Faculty Positions**

**9. Named Faculty Positions**

**Institution:** Columbus State University

**University Faculty's Name:** Margie H. Yates, PhD

**Named Faculty Position:** The Ralph I. King and Martha Brooks King Distinguished Chair in Education

**Effective Date:** 11/12/2024

**Institution:** Dalton State College

**University Faculty's Name:** Matthew Gramling, MS, MDiv

**Named Faculty Position:** B. J. and Dicksie Bandy Chair in History

**Effective Date:** 11/12/2024

**Institution:** University of Georgia

**University Faculty's Name:** Andrew Herod, PhD

**Named Faculty Position:** Regents' Professor

**Effective Date:** 11/12/2024

**Institution:** University of Georgia

**University Faculty's Name:** Steven Trent, PhD

**Named Faculty Position:** Regents' Professor

**Effective Date:** 11/12/2024

**Institution:** University of Georgia

**University Faculty's Name:** Pamela Foohey, JD

**Named Faculty Position:** Allen Post Professor

**Effective Date:** 11/12/2024

**Institution:** University of Georgia

**University Faculty's Name:** Andreas Handel, PhD

**Named Faculty Position:** UGA Foundation Endowed Professor

**Effective Date:** 11/12/2024

**Institution:** University of Georgia

**University Faculty's Name:** James Beasley, PhD

**Named Faculty Position:** Terrell Professor of Wildlife Management

**Effective Date:** 11/12/2024

# AGENDA

## COMMITTEE ON ORGANIZATION AND LAW

November 12, 2024

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### APPROVAL ITEMS

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| 2. Honorary Degree Request: Georgia Institute of Technology    | 4 |
| 3. Honorary Degree Request: Atlanta Metropolitan State College | 7 |

### EXECUTIVE SESSION

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| 4. Executive Session | 10 |
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**1. University of Georgia FTA Grant Resolution Request**

The University of Georgia seeks a Resolution from the Board authorizing the University of Georgia to file applications for, and receive, federal transportation assistance grants administered by the U.S. Department of Transportation and/or the Federal Transit Administration. A Resolution of this type is required by the funding agency, and the Board has approved similar Resolutions in the past. The immediate grant opportunity prompting this Resolution would permit the University of Georgia to apply for and receive funding to cover operational expenses associated with its bus transportation system; there are no new costs to UGA associated with this opportunity.

# BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA

## RESOLUTION

Resolution authorizing the filing of applications by the Board of Regents of the University System of Georgia, by and on behalf of the University of Georgia (the “Applicant”) with the U.S. Department of Transportation and the Georgia Department of Transportation, for federal transportation assistance authorized by 49 U.S.C. Chapter 53; Title 23, United States Code, or other federal statutes administered by the U.S. Department of Transportation or Federal Transit Administration.

**WHEREAS**, the Federal Transit Administration and the Georgia Department of Transportation are authorized to make grants, contracts, and/or cooperative agreements to non-urbanized (rural) areas for mass transportation projects; and

**WHEREAS**, the grants, contracts, and/or cooperative agreements for federal financial assistance will impose certain obligations upon the University of Georgia, and may require the University of Georgia to provide the local share of the project cost; and

**WHEREAS**, the University of Georgia has or will provide all annual certifications and assurances to the Georgia Department of Transportation, Federal Transit Administration, and United States Department of Transportation as required for the project; and

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Regents of the University System of Georgia:

1. That the current Vice President for Research at the University of Georgia, or their designee (the “Designated Official),” is authorized to execute and file applications on behalf of the Applicant with the Georgia Department of Transportation related to the Federal Transit Act and other opportunities for public transportation assistance.
2. That the Designated Official is authorized to execute and file with Applicant’s applications those annual and standard certifications and assurances and other documents of the University of Georgia required by the Georgia Department of Transportation or the U.S. Department of Transportation in connection with the applications for public transportation assistance.
3. That the Designated Official is authorized to execute on behalf of the Applicant grants, contracts, and cooperative agreements with the Georgia Department of Transportation.

## CERTIFICATION

The undersigned duly qualified Secretary of the Board of Regents of the University System of Georgia certifies that the foregoing is a true and correct copy of a resolution adopted at a legally

convened meeting of the Board of Regents of the University System of Georgia held on November 12, 2024.

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Christopher A. McGraw  
Vice Chancellor for Legal Affairs and Secretary,  
Board of Regents of the University System of Georgia

2. **Honorary Degree Request: Georgia Institute of Technology**

Georgia Institute of Technology President Ángel Cabrera seeks the Board's approval to award an Honorary Doctor of Philosophy Degree to Sebastian Thrun.





# Georgia Institute of Technology

Office of the President  
225 North Avenue, NW  
Atlanta, Georgia 30332-0325 U.S.A.  
PHONE 404.894.5051

September 24, 2024

Chris McGraw, Esq.  
Vice Chancellor for Legal Affairs  
Board of Regents of the University System of Georgia  
Suite 7025  
270 Washington Street, SW  
Atlanta, Georgia 30334

Dear Mr. McGraw:

It is my pleasure to propose Sebastian Thrun for an Honorary Doctor of Philosophy degree to be awarded by the Georgia Institute of Technology on behalf of the Board of Regents during the December 2024 commencement ceremonies. A short biography of Dr. Thrun is enclosed.

Dr. Thrun is a visionary educator, inventor, computer scientist, and entrepreneur. He is the co-founder, former CEO, and current executive chairman of Udacity, an online learning platform specializing in computer science, technology, and business. His work with Udacity exemplifies his steadfast dedication to improving both accessibility to and the quality of lifelong learning opportunities.

Udacity has been integral to Georgia Tech's enrollment growth, playing a significant role in launching and developing the Online Master of Science in Computer Science (OMSCS) program. In the decade since its inception, the OMSCS program has received over 60,000 applications and graduated more than 12,000 students, elevating the Institute's national reputation in computer science, graduate education, nontraditional education delivery, and lifetime learning.

Under Dr. Thrun's leadership, Udacity has been an invaluable partner of Georgia Tech and strengthened our efforts to provide transformative education.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Ángel Cabrera". The signature is written over a horizontal line that extends across the width of the signature area.

Ángel Cabrera  
President

Enclosure

**Sebastian Thrun**

Sebastian Thrun is the co-founder and executive chairman of Udacity. He received his Ph.D. in computer science and statistics from the University of Bonn in 1995 and has held academic positions at Stanford University and Carnegie Mellon University. Dr. Thrun pursues research on robotics, artificial intelligence, education, human computer interaction, and medical devices, and he was a key figure in the founding of the Online Master of Science in Computer Science (OMSCS) program at Georgia Tech. He co-developed the first global Massive Open Online Course (MOOC) and founded Google's self-driving car team. He also founded Google X and founded and sold a number of tech companies, including Udacity and Kitty Hawk. *Fast Company* named Dr. Thrun the fifth most creative person in business, and *Foreign Policy* touted him Global Thinker #4. He has won numerous awards, including the Max Planck Research Award, and was elected to the National Academy of Engineering in 2007.

Under Dr. Thrun's leadership, Udacity became a vital partner of Georgia Tech. In January 2014, the Institute, Udacity, and AT&T launched the OMSCS program — the first accredited Master of Science in Computer Science that students can earn exclusively through the "massive online" format and for a fraction of the cost of traditional M.S. programs. Georgia Tech's OMSCS has benefited tens of thousands of students, many of whom would not be able to pursue graduate education in a traditional format. Beyond diplomas, the program also has created a worldwide community of computing professionals who not only collaborate in their courses but also form professional networks. Georgia Tech's OMSCS is a singularly transformational opportunity for traditional students and working professionals to pursue graduate education, and Udacity's collaboration is a key contributor to the program's success.

Georgia Tech recently launched the College of Lifetime Learning, a cornerstone initiative in the Institute's commitment to double the number of degrees granted and non-degree learners reached by 2030. With this milestone, it is fitting to acknowledge the impact that Dr. Thrun has had on the success of Georgia Tech through Udacity's work with OMSCS, the foundation of which has served as a roadmap for other online and nontraditional learning offerings at the Institute. Udacity's mission to upskill talent for the careers of the future and drive outcomes that empower learners aligns with the mission of the College of Lifetime Learning.

Dr. Thrun's widely lauded work in education, computer science, and lifelong learning has contributed to Georgia Tech's emergence as a national leader in these areas. Beyond the benefit to the Institute, however, Dr. Thrun's research and innovation has had far-reaching, life-transforming benefits for individuals across the nation and globe as working professionals have gained access to career reskilling and upskilling, students with low or limited income have had greater access to educational opportunities, and the field of computer science has grown more inclusive. Dr. Thrun has forever altered educational opportunities at Georgia Tech and beyond.



225 North Avenue, NW  
Atlanta, Georgia 30332-0325 U.S.A.  
PHONE 404.894.5051

**3. Honorary Degree Request: Atlanta Metropolitan State College**

Atlanta Metropolitan State College President Ingrid N. Thompson-Sellers seeks the Board's approval to award an Honorary Doctor of Business Administration Degree to Charles "Skip" Vaughan.



1630 Metropolitan Parkway, SW  
Atlanta, Georgia 30310

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**Office of the President**

Telephone: (404) 756-4440

Email: [presidentsoffice@atlm.edu](mailto:presidentsoffice@atlm.edu)

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October 9, 2024

Dr. Sonny Perdue  
Chancellor  
The Board of Regents of the University System of Georgia  
270 Washington Street, SW  
Atlanta, Georgia 30334

Dear Chancellor Perdue:

On behalf of the Atlanta Metropolitan State College (AMSC) community and upon the recommendation of the Faculty Assembly, I am seeking approval to award an Honorary Doctorate degree to Mr. Skip Vaughan. With over 29 years of service in the private sector, Skip's expansive portfolio includes responsibilities and oversight in the areas of Manufacturing, Engineering, Human Resources, Sales and Marketing. However, his unwavering support of AMSC makes Mr. Vaughan well deserving of this accolade.

Mr. Charles "Skip" Vaughan has made an indelible mark on our institution through a myriad of contributions that exemplify dedication and steadfast support. His attendance and presence at significant ceremonial events, including two presidents' investiture ceremonies and numerous commencements, underscores not only a commitment to tradition but also a genuine investment in the success and achievements of the college's leadership and our students. In times of adversity, Mr. Vaughan has extended a compassionate hand, offering personal financial assistance to students facing tragic accidents and personal losses, embodying the spirit of solidarity and support that defines our community (*these unselfish acts were private to the students*). Moreover, his active engagement in campus activities, such as participation in the 50<sup>th</sup> Anniversary programming, golf tournaments and attendance at ground-breaking ceremonies for new campus buildings, speaks to his support of enhancing the student experience and enrichment of AMSC's campus life.

Beyond his individual acts of kindness, Mr. Vaughan has demonstrated a deep-seated commitment to philanthropic endeavors, going above and beyond the call of duty to support AMSC students and enhance campus resources. He has made personal donations separate and apart from PepsiCo's \$439,070.00 scholarship initiatives. This year, his recent purchase of two art pieces at the Visual Arts 50<sup>th</sup> Anniversary Celebration underscores a dedication to supporting the arts on campus. Moreover, Mr. Vaughan's facilitation of visits from PepsiCo's promotional team to come on campus to roll out new brands, were a hit with our students. He was instrumental in placing the original PepsiCo billboard on the AMSC campus (*as seen on Interstate 75*) to enhance the campus' visibility.

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AMSC {Vaughan} Honorary Doctorate Degree

October 9, 2024

Page Two

In addition to his philanthropic endeavors, Mr. Vaughan has remained steadfast in his AMC Foundation Board Chair role, attending all but one Board meeting since joining the Board in 2011. His consistent presence and active engagement underscore a dedication to fulfilling his Board of Directors duties and responsibilities, while contributing to the strategic direction of the institution. Furthermore, Mr. Vaughan's support for scholarships, including his pivotal role in facilitating the establishment of the PepsiCo Uplift Scholarship, highlights a commitment to fostering educational opportunities and student success.

Mr. Vaughan has also been a dedicated supporter of campus events and initiatives, regularly attending and purchasing tickets for entire tables at the Celebration of Leadership annual fundraising event. For many years, Mr. Vaughan provided water for hundreds of AMSC students, faculty, staff, community members and guests who attended AMSC commencement ceremonies. Mr. Vaughan's contributions encompass a broad spectrum of activities and initiatives, all driven by a singular commitment to the betterment of our institution and the individuals we serve.

In conclusion, Mr. Vaughan exemplifies the very best of our institution, embodying the principles of service, integrity, and compassion that lie at the heart of our mission. His tireless efforts, unwavering commitment, and profound impact have left an indelible legacy that will continue to inspire and uplift us for generations to come.

Thank you for your consideration of my request on behalf of Atlanta Metropolitan State College. Please let me know if you have any questions or need any additional information.

Regards,

  
Ingrid N. Thompson-Sellers, Ph.D.  
President

cc: Mr. Christopher McGraw, USG Vice Chancellor of Legal Affairs

4. **Executive Session**

The Committee will enter executive session to discuss pending applications for discretionary review. These are made to the Board of Regents Office of Legal Affairs pursuant to Policy 6.26. Applications for Discretionary Review involve personnel matters and student records.

**AGENDA**

**COMMITTEE ON FINANCE AND BUSINESS OPERATIONS**

**November 12, 2024**

**Agenda Item**

**Page No.**

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**INFORMATION ITEM**

1. Fiscal Year 2025 First Quarter Financial Update

1

**1. Information Item: Fiscal Year 2025 First Quarter Financial Update**

Vice Chancellor, Jeff Davis, will provide a financial update for the University System of Georgia for the FY 2025 first quarter.



# AGENDA

## COMMITTEE ON REAL ESTATE AND FACILITIES

November 12, 2024

**Agenda Item** **Page No.**

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### CONSENT ITEMS

1. Authorization of Project No. BR-30-2503, Paper Tricentennial Building Lab Renovation - First and Fifth Floor Labs, Georgia Institute of Technology 1
2. Naming of Muffet's Gate, Sanford Stadium, University of Georgia 2
3. Naming of Henssler Financial Field, Mickey Dunn Stadium, Kennesaw State University 3

### APPROVAL ITEMS

4. Authorization of Project No. BR-90-2405, Carmichael Student Center Addition Renovation, Kennesaw State University 4
5. Authorization of Project No. BR-30-2504, Basketball Headquarters Renovation and Expansion, Georgia Institute of Technology 5
6. Approval of Concept, Building Pathways for Success Initiative, Georgia State University 6
7. Demolition of Structure, 105 Cedar Street, Athens, University of Georgia 8

## AGENDA

### COMMITTEE ON REAL ESTATE AND FACILITIES

November 12, 2024

1. **Authorization of Project No. BR-30-2503, Paper Tricentennial Building Lab Renovation – First and Fifth Floor Labs, Georgia Institute of Technology**

Recommended: That the Board authorize Project No. BR-30-2503, Paper Tricentennial Building Lab Renovation – First and Fifth Floor Labs, Georgia Institute of Technology (“GIT”), with a total project budget of \$3,300,000 to be funded with institutional funds.

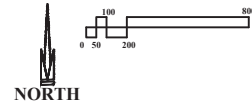
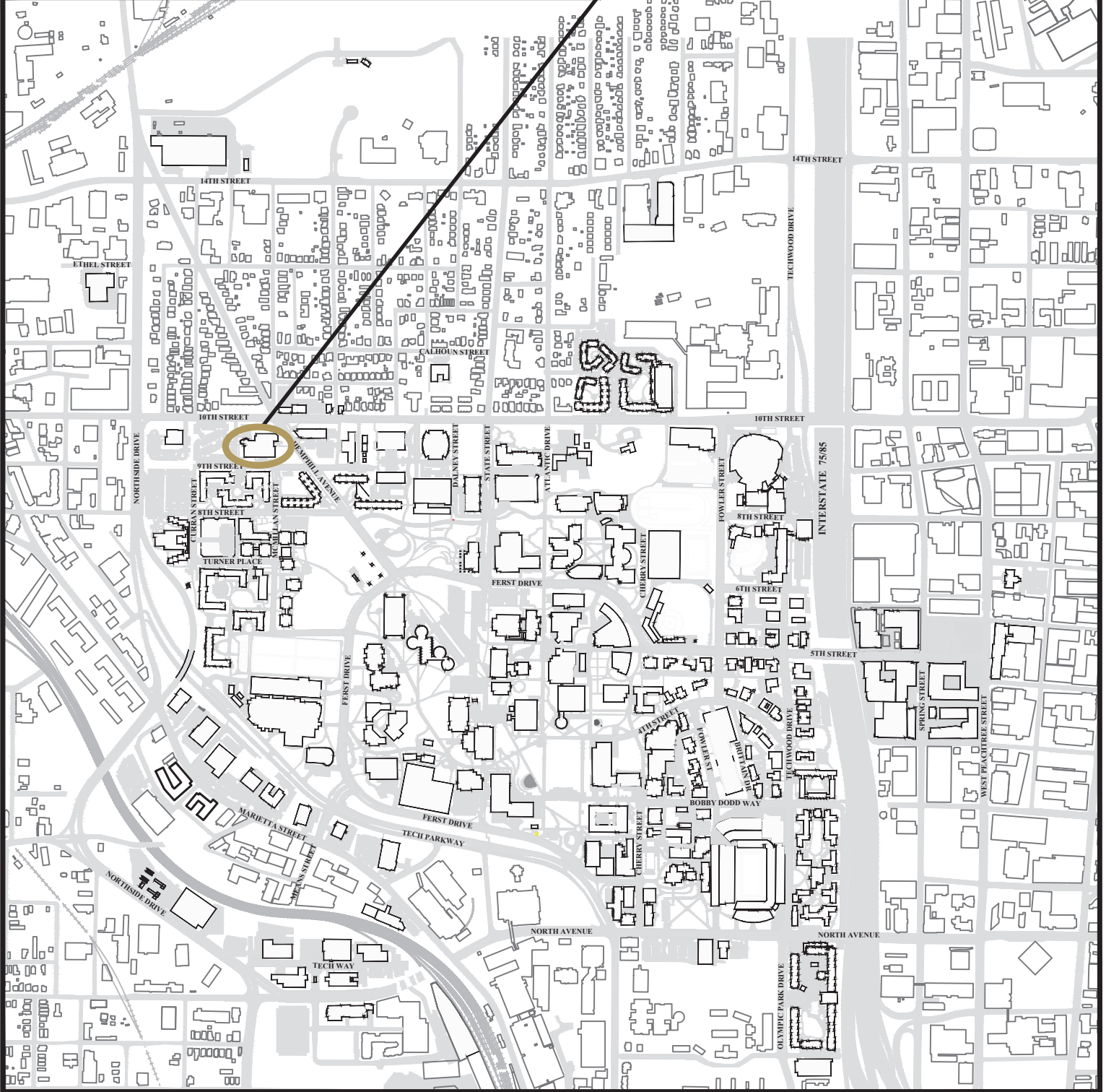
Understandings: GIT proposes to renovate approximately 1,925 square feet within eight (8) labs on the first and fifth floors of the Paper Tricentennial Building (the “Building”), which is located in the northwest quadrant of their main campus in Atlanta. This planned work is needed to accommodate a new researcher in Materials Science and Engineering and would involve selective demolition; upgrades to the heating, ventilation, and air conditioning and plumbing systems; and the installation of new casework and interior finishes (the “Project”).

Constructed in 1992 and encompassing approximately 163,000 square feet, the Building houses research laboratories for GIT’s Renewable Bioproducts Institute, Materials Institute, and three schools in the College of Engineering. The renovated labs would also be equipped with new chemical fume hoods and material testing equipment, including a high-end microscope that uses open-beam lasers for illumination on a vibration isolation table.

The estimated construction cost for the Project, which is consistent with GIT’s master plan, is \$2,460,590. If authorized by the Board, the University System Office staff and GIT will proceed with the design and construction of the Project in accordance with Board of Regents procedures.

# BR-30-2504 Paper Tricentennial Building Lab Renovation - 1st & 5th Floor Labs

Georgia Institute of Technology Campus Map - Nov 2024



**2. Naming of Muffet’s Gate, Sanford Stadium, University of Georgia**

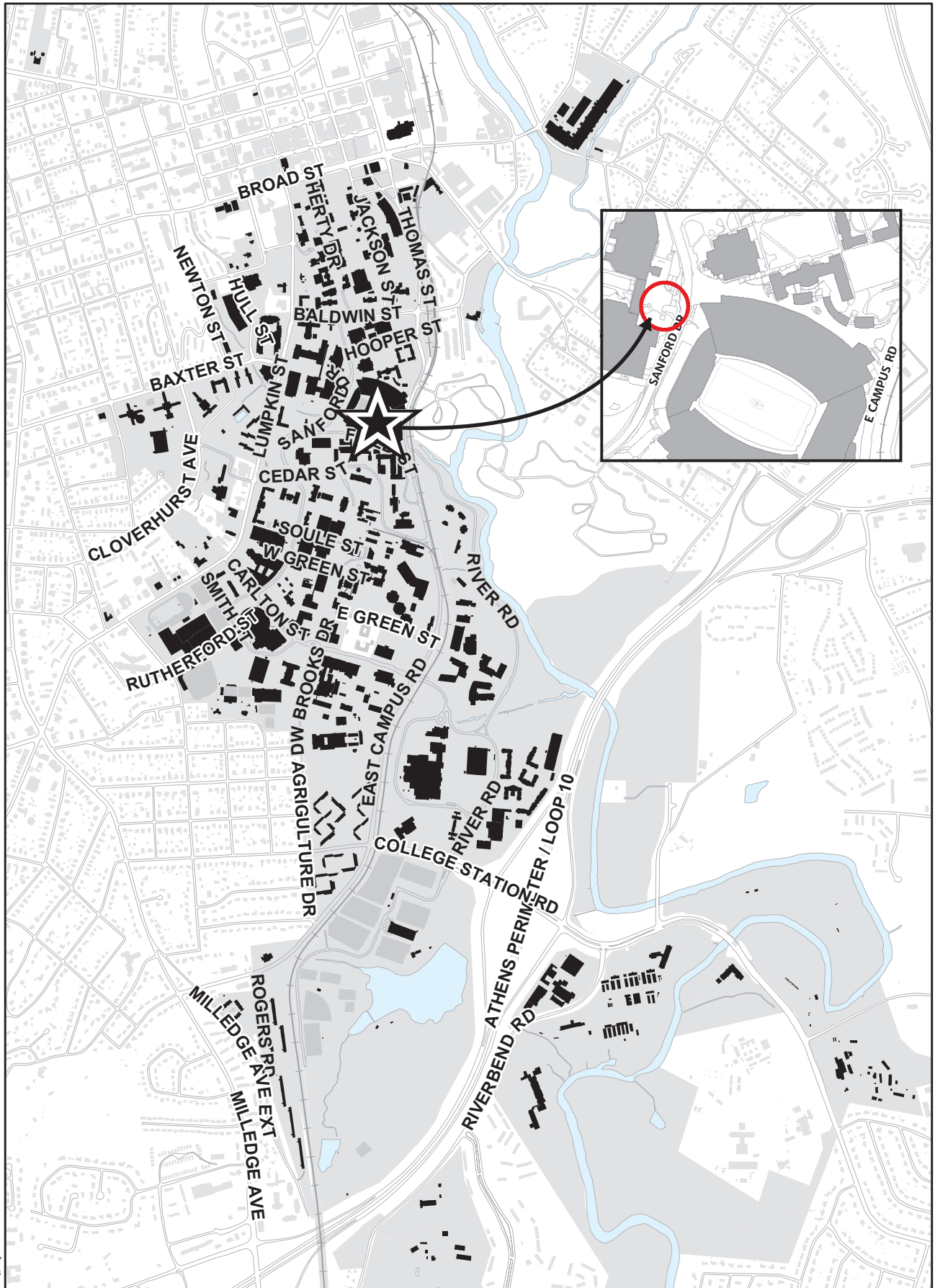
Recommended: That the Board approve the naming of the North Premium Gate at Sanford Stadium on the Athens campus of the University of Georgia (“UGA”) as “Muffet’s Gate” to honor Mrs. Mary Bartlett Campbell (Muffet) Arroll and in recognition of the philanthropy of Mr. Richard (Rich) and Muffet Arroll.

Understandings: President Jere Morehead confirms that this naming conforms to UGA’s naming guidelines and with the Board of Regents naming policy.

Since graduating from UGA in 1984 and 1983, respectively, Rich and Muffet Arroll have supported many interests associated with their alma mater. Programs benefiting from their generosity include Georgia Women Give, Let All the Big Dawgs Eat, the College of Veterinary Medicine, and UGA Athletics. Most recently, the Arrolls pledged \$1,000,000 in support of this naming, of which nearly \$880,000 has been received. Additionally, the Arrolls have pledged another \$5,000,000 that would collectively benefit UGA’s Terry College of Business, the College of Veterinary Medicine, and Student Affairs.



Proposed Naming: Muffet's Gate at Sanford Stadium



**3. Naming of Henssler Financial Field, Mickey Dunn Stadium, Kennesaw State University**

Recommended: That the Board approve the naming of the baseball field at Mickey Dunn Stadium on the Kennesaw campus of Kennesaw State University (“KSU”) as “Henssler Financial Field” in recognition of the philanthropy and service of Dr. Gene and Patricia Henssler.

Understandings: President Kathy Schwaig confirms that this naming conforms to KSU’s naming guidelines and with the Board of Regents naming policy.

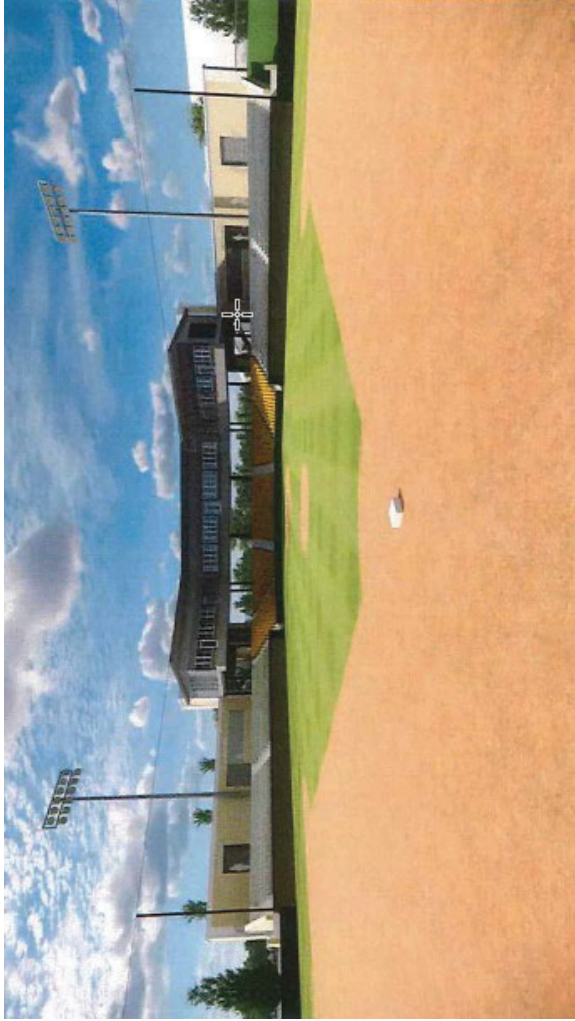
The Hensslers moved to Kennesaw in 1986 when Dr. Gene was offered a professor of finance position at KSU, which was then known as Kennesaw College. Shortly after their arrival to the area, he was asked to host an investment advice radio show called “Money Talks”, which provided exposure for KSU and can still be heard today on WGKA in Atlanta. With callers regularly requesting individual advice on a consulting basis, the Hensslers founded G.W. Henssler and Associates, the precursor to Henssler Financial, in 1987.

For four decades as individuals and through their company, the Hensslers have generously invested their time and dollars to promote the success of KSU’s students in and out of the classroom, on and off the athletic fields, and beyond. Collectively, the Hensslers have donated over \$2,500,000 to the Kennesaw State University Foundation and The Kennesaw State University Athletic Association. They played a critical role in the creation of the KSU Athletics OWLS Champions Initiative, which provides life skills to student-athletes. This initiative has grown to include FlightPlan, which focuses on career readiness, character development, academic success, and health and wellness. FlightPlan, and the ongoing financial literacy programs that the Hensslers support, prepares KSU’s over 450 student-athletes for success post-graduation.



November 2024

## Naming of Henssler Financial Field, Mickey Dunn Stadium



**4. Authorization of Project No. BR-90-2405, Carmichael Student Center Addition Renovation, Kennesaw State University**

Recommended: That the Board authorize Project No. BR-90-2405, Carmichael Student Center Addition Renovation, Kennesaw State University (“KSU”), with a total project budget of \$12,000,000 to be funded with \$3,000,000 in institutional funds and \$9,000,000 in student activity reserves.

Understandings: Located on KSU’s Kennesaw Campus, the Carmichael Student Center (the “Center”) opened its doors in 1975 and was later expanded to house student organizations and meeting spaces (the “2001 Addition”). The Center is predominantly occupied by Student Affairs program areas, which is complemented by the KSU Bookstore, The Market convenience store, and a retail dining location. The facility also includes collaboration, study, and special events space for students.

Following approval by the Board in November 2023 to convert a portion of the original structure into a new welcome center, KSU now proposes to infill the Center’s 3,500 square feet of atrium space and renovate approximately 23,500 square feet within the 2001 Addition to improve the student experience within the facility (the “Project”). The Project’s renovation plan targets improvements to several key areas including the Registered Student Groups suite, E-Sports area, game room, student collaboration spaces, and administrative support spaces, which collectively suffer from limited visibility, inconsistent usage and allocation, and general space inadequacies. To address these concerns, the Project would be designed to provide current students with a dynamic and accessible environment for activities, collaboration, and services. Furthermore, the Project would allow for the flexibility to adapt to future requirements to ensure the Center continues to serve as a hub for student life and learning that positively influences KSU’s enrollment, retention, progression and graduation rates.

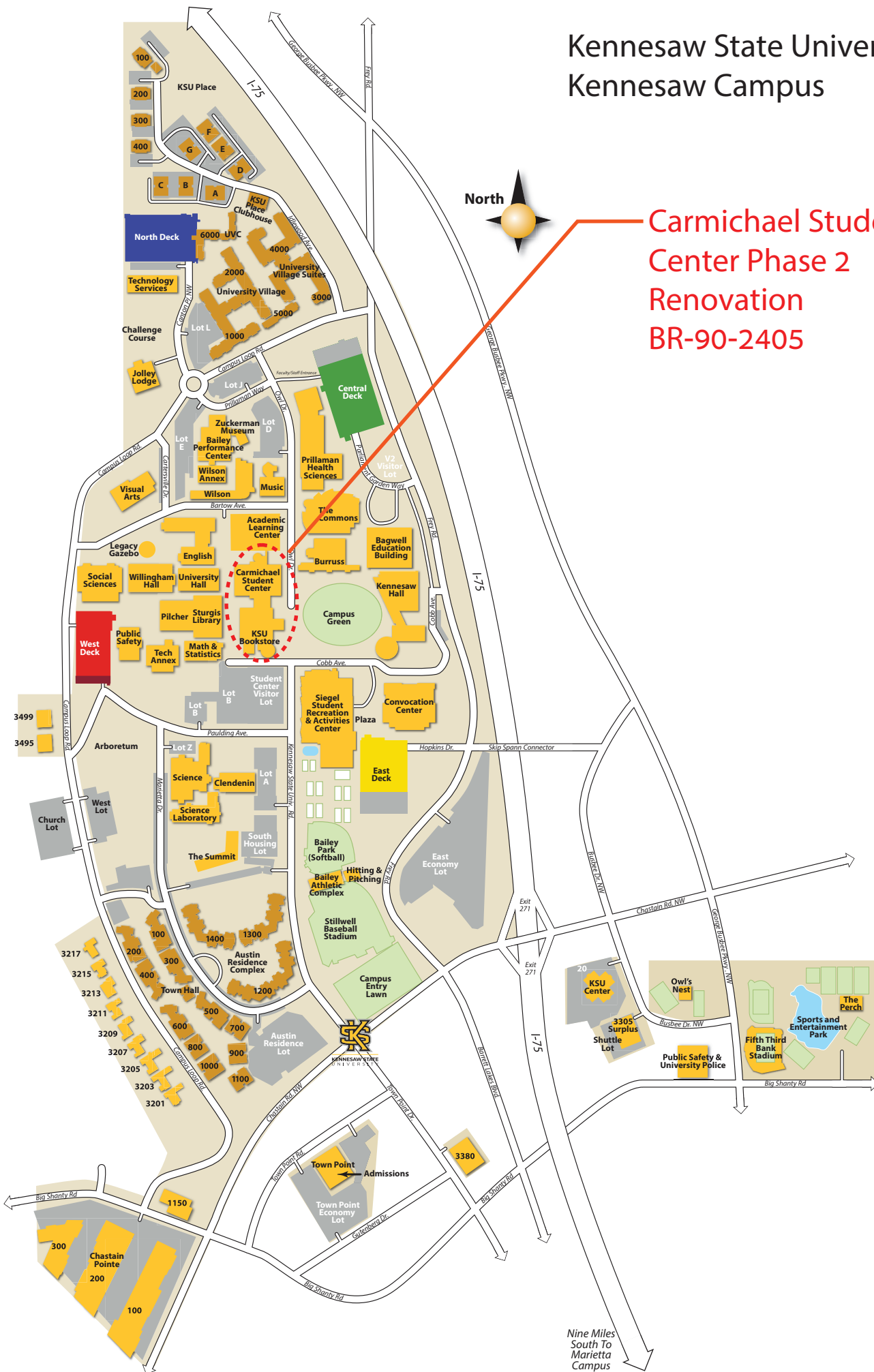
The estimated construction cost for this Project is \$9,200,000. The Project is consistent with KSU’s master plan. If authorized by the Board, the University System Office staff and KSU will proceed with design and construction of the Project in accordance with Board of Regents procedures.



# Kennesaw State University Kennesaw Campus



**Carmichael Student  
Center Phase 2  
Renovation  
BR-90-2405**



Nine Miles  
South To  
Marietta  
Campus

5. **Authorization of Project No. BR-30-2504, Basketball Headquarters Renovation and Expansion, Georgia Institute of Technology**

Recommended: That the Board authorize Project No. BR-30-2504, Basketball Headquarters Renovation and Expansion, Georgia Institute of Technology (“GIT”), with a total project budget of \$25,000,000 to be funded by the Georgia Tech Athletic Association.

Understandings: GIT proposes to create a new home for its men’s and women’s basketball programs through a renovation of approximately 37,876 square feet (“SF”) of space within three facilities on its Atlanta campus: the Zelnak Basketball Center (“Zelnak”) (19,825 SF), the Luck Building (12,516 SF), and the Freshman Gym within McCamish Pavilion (5,535 SF). In addition, GIT would construct additions totaling approximately 18,289 SF including a vertical expansion of a portion of Zelnak and a modest addition on the south end of the Freshman Gym (collectively, the “Project”).

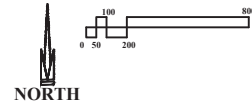
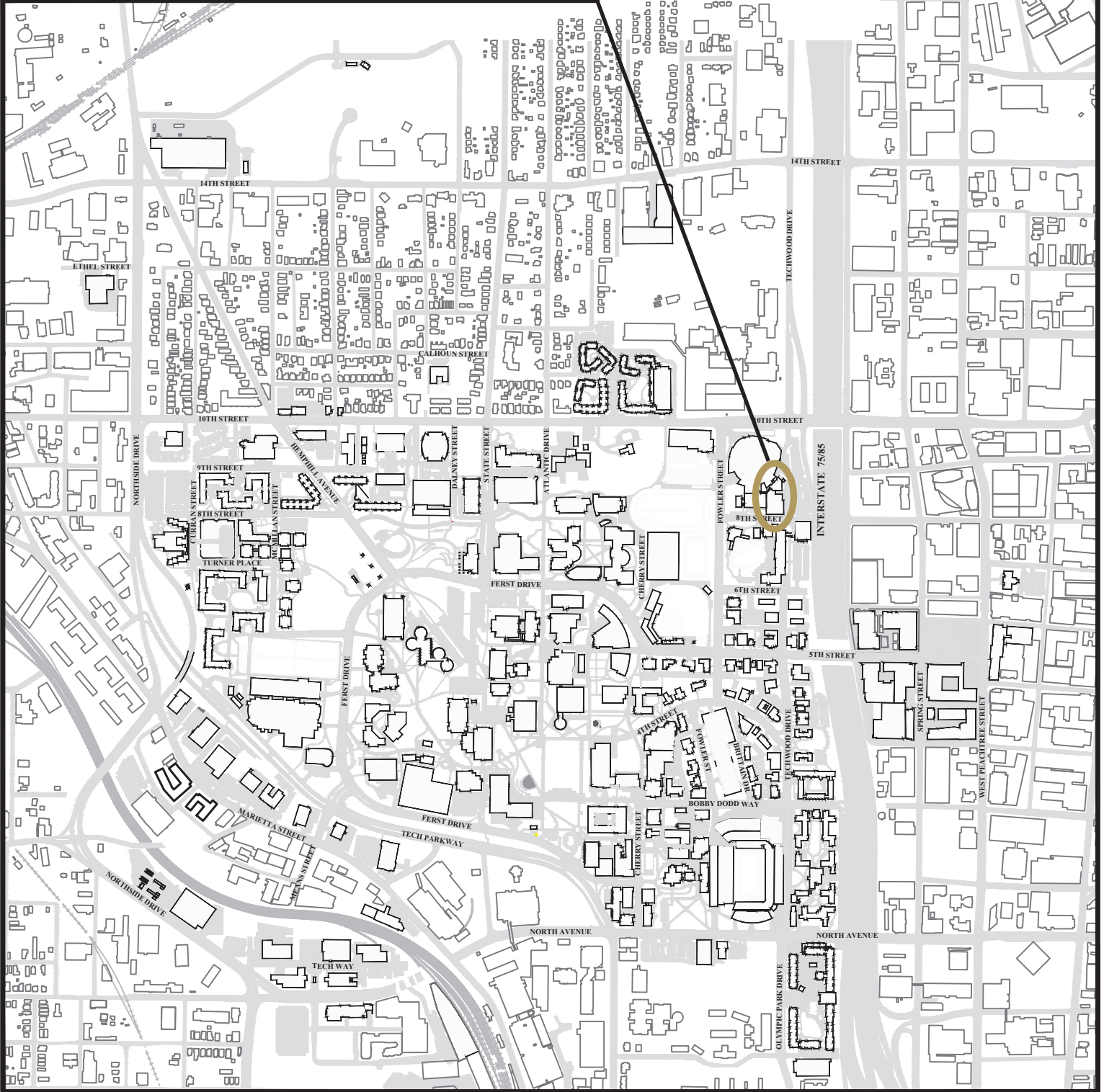
Currently, the offices for the coaches and support personnel for GIT’s basketball programs are inconveniently located in the Wardlaw Building, nearly a mile from McCamish Pavilion. To improve efficiency and accessibility for coaches, staff and student-athletes, the Project would allow for relocation of the offices to the same building where the majority of team activities take place. The Project would also provide expanded and upgraded spaces for strength and conditioning, sports medicine, film review, and team lounges.

In addition to the new and reimagined spaces, GIT is planning design improvements that would address circulation challenges with the existing layout, thus allowing the two programs to operate independently with limited disturbance to the other’s activities. The Project would also create a more attractive and welcoming entryway highlighted by a new three-story lobby, while the exterior of the facility will align with the architectural style of adjacent campus buildings.

The estimated construction cost for this Project, which is consistent with GIT’s master plan, is \$17,813,000. If authorized by the Board, the University System Office staff and GIT will proceed with the design and construction of the Project in accordance with Board of Regents procedures.

# BR-30-2504 Georgia Tech Basketball Headquarters

Georgia Institute of Technology Campus Map - Nov 2024



**6. Approval of Concept, Building Pathways for Success Initiative, Georgia State University**

Recommended: That the Board approve Georgia State University’s (“GSU”) concept to revitalize and more clearly define the core of its Atlanta campus, referred to as the “Building Pathways for Success Initiative” (the “Initiative”); and

Recommended further: That this conceptual approval serves to confirm the Board’s support for the Initiative and for GSU’s request for grant funds from the Robert W. Woodruff Foundation (“Woodruff”) to help implement the Initiative.

Understandings: The Initiative represents a redevelopment plan for two of the most visible, heavily trafficked, and strategically significant areas of campus: the Hurt Park and Woodruff Park districts (the “Districts”). The goal of the Initiative would be to transform the Districts into central hubs that would encourage student engagement and strengthen GSU’s efforts to create safe, inviting, and comfortable spaces for the community.

Implementation of the Initiative is envisioned to occur through design and construction of nine (9) projects with a collective budget of around \$106,700,000. Approximately \$26,700,000 in funds would be sourced from GSU’s indirect cost reserves, with the remainder to be sourced from Woodruff and other philanthropic community partners. The projects, which are briefly summarized below, would be completed in phases. The development of the Hurt Park District would include:

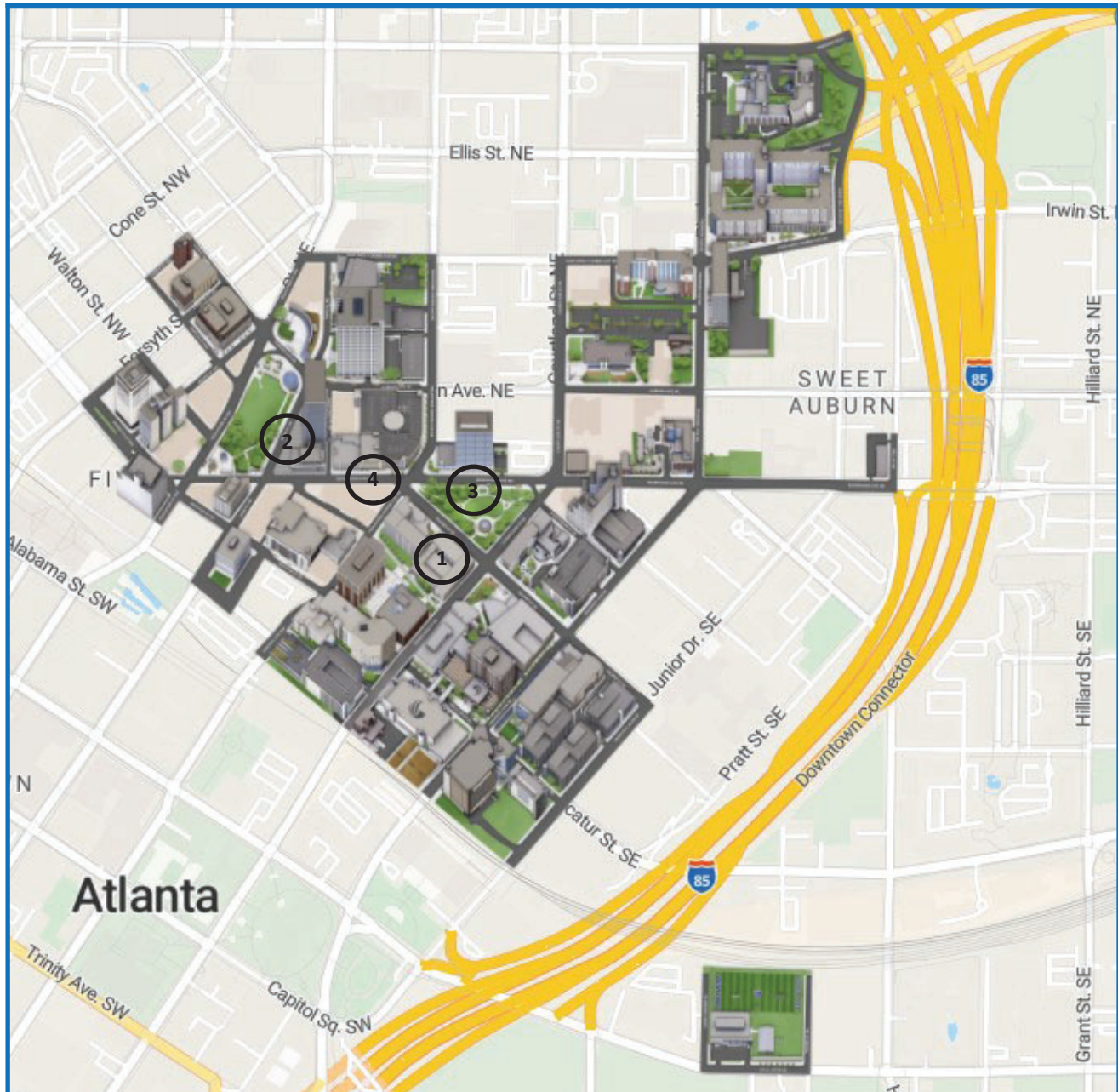
- Demolition of Sparks Hall and expansion of the existing greenway to connect to Hurt Park. The reimagined greenway would include features such as an elevated plaza, enhanced walkways, and a vegetated buffer along Courtland Street.
- Subject to the acquisition of the necessary property rights, Gilmer Street would be transformed into a pedestrian-friendly streetscape, replacing vehicle traffic with spaces that encourage connection and creativity.
- Infrastructure and frontage improvements to the recently acquired property at 100 Edgewood Avenue. Introduction of a dining area and gathering space would confirm its presence as a cornerstone of the new campus core. Renovations to the first four floors of the building would provide up-to-date classroom space and interconnecting stairways for improved circulation.
- Expansion to the existing Arts and Humanities Building, including a contemporary new entryway for the Kopleff Performing Arts Hall.

6. **Approval of Concept, Building Pathways for Success Initiative, Georgia State University, continued**

The development of the Woodruff Park District would include:

- Enhancements to the façade of 58 Edgewood Avenue and a refresh of the highly utilized T Deck, which would improve connectivity and vibrancy between Hurt Park and Woodruff Park.
- Façade improvements and improvements to the plaza in front of 25 Park Place, improving its standing as a central gathering space and landmark for students and visitors.
- New sidewalks, a realignment of the streetcar platform, and widening and reconstructing the stairs to Woodruff Park. These pedestrian-focused improvements would increase visibility to 25 Park Place and provide a welcoming pathway to Broad Street and the Aderhold Learning Center. The involvement of relevant community stakeholders, including Central Atlanta Progress, the City of Atlanta, and MARTA would be necessary for completion of this project.

# Building Pathways for Success



Atlanta Campus Map

Legend:

- 1 - Sparks Hall Demolition/Greenway Expansion, Gilmer Street Pedestrian Improvements, and Arts & Humanities Expansion
- 2 - 25 Park Place Plaza Improvements, 25 Park Place Façade Improvements, Park Place/Woodruff Park Pedestrian Improvements
- 3 - 100 Edgewood Avenue Infrastructure and Façade Improvements, 100 Edgewood Avenue Classroom Renovations
- 4 - 58 Edgewood Façade Improvements



**7. Demolition of Structure, 105 Cedar Street, Athens, University of Georgia**

Recommended: That the Board declare the Central Steam Plant Coal Boiler Chimney Stack (the “Structure”) located at 105 Cedar Street on the Athens campus of the University of Georgia (“UGA”) to be no longer advantageously useful to UGA or other units of the University System of Georgia and authorize demolition and removal of this structure.

Recommended further: That the Board request the Governor to issue an executive order authorizing the demolition and removal of the Structure from the campus of UGA.

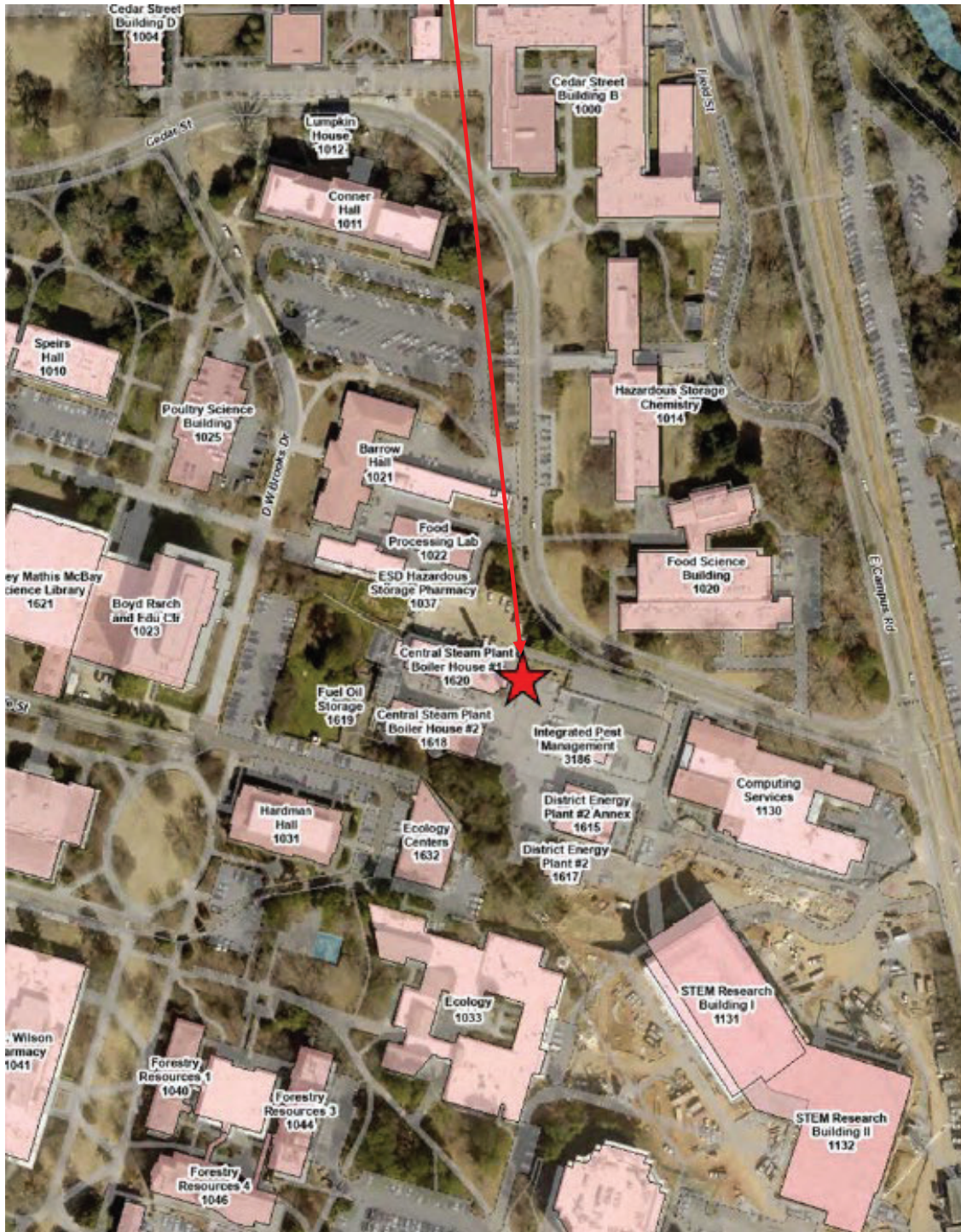
Recommended further: That demolition and removal of the Structure be subject to adequate mitigation of all adverse environmental impacts.

Understandings: Constructed circa 1948 adjacent to Boiler House #1, the Structure was integral to UGA plant operations until 2015, when the last coal-fired boiler was decommissioned. In the Fall of 2022, staff observed large vertical cracks in the 145-foot tall brick structure. UGA consequently hired a professional firm with extensive experience in industrial chimneys and stacks to assess the structural integrity to determine the best course of action to address the situation.

The firm advised that the cost to repair the Structure with ongoing maintenance would exceed the cost of demolition and further recommended that the Structure be demolished should it remain decommissioned with no further use. UGA ultimately determined that the repair cost, ongoing inspections, and the maintenance cost of the Structure would not be a prudent use of resources and has thus requested this demolition. A hazardous materials survey identified recommendations for the proper management and disposal of a small amount of lead-based paint during demolition of the Structure to ensure compliance with environmental regulations.

Removal of the Structure has no impact on campus development nor operations as envisioned by the UGA’s master plan. In accordance with the Georgia Environmental Policy Act and the appropriate State Stewardship review, the Georgia Historic Preservation Division has reviewed this proposed demolition and concluded it would represent a significant impact to a historic resource. Accordingly, UGA developed a Permanent Archival Record as mitigation to address the significant impact of this demolition on historic resources.

## Demolition of Structure, 105 Cedar Street





**AGENDA**

**COMMITTEE ON INTERNAL AUDIT, RISK, AND COMPLIANCE**

**November 12, 2024**

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**INFORMATION ITEMS**

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| 1. Internal Audit, Ethics and Compliance Results Update | 1 |
| 2. Executive Session                                    | 2 |

1. **Internal Audit, Ethics and Compliance Results Update**

During this session Vice Chancellor Jenna Wiese will provide an update on the conclusion of the various Internal Audit, Ethics and Compliance engagements conducted across the system during Fiscal Year 2024.

2. **Executive Session**

The committee will meet in executive session to discuss personnel matters.

**AGENDA**

**FALL STUDENT ENROLLMENT UPDATE**

**November 12, 2024**

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**INFORMATION ITEM**

1. Fall 2024 Student Enrollment Update

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## AGENDA

### FALL STUDENT ENROLLMENT UPDATE

November 12, 2024

**1. Information Item: Fall 2024 Student Enrollment Update**

Vice Chancellor for Research and Policy Analysis, Dr. Angela Bell, will provide an update on Fall 2024 student enrollment in the USG. The presentation will highlight current year changes and five-year trends in overall headcount and full-time equivalent enrollment as well as headcount broken down by student level and various demographic characteristics. The presentation will also include information on online course taking and retention and graduation rates.

**AGENDA**

**POST-TENURE REVIEW UPDATE**

**November 12, 2024**

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**INFORMATION ITEM**

1. Post-Tenure Review Update

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**1. Post-Tenure Review Update**

Dr. Costas Spirou, Interim Chief Academic Officer and Dr. Angela Bell, Vice Chancellor for Research and Policy Analysis, will present an update on the post-tenure review policy changes approved in October 2021. The presentation will provide an overview of the implementation at 25 USG institutions (Georgia Gwinnett College does not award tenure), along with data from the first cycle of completion. It will also include lessons learned and suggestions for strengthening the process moving forward.