



**UNIVERSITY SYSTEM
OF GEORGIA**

April Board Meeting

University of North Georgia

April 18th/19th, 2023

82 College Circle

Library Technology Center, 3rd floor

Dahlonega, GA 30597



UNIVERSITY SYSTEM OF GEORGIA

BoR Agenda April 18th/19th, 2023

1:00 PM	<p>Call to Order Chairman Harold Reynolds</p> <p>Presentation of Colors – UNG Corps of Cadets Color Guard Chairman Harold Reynolds</p> <p>Invocation/Pledge of Allegiance Chairman Harold Reynolds SGA Vice President Emma Mitchell (Blue Ridge Scholar)</p> <p>Safety Briefing Police Chief Greg Williams, University of North Georgia</p> <p>Approval of Minutes Secretary Christopher McGraw February 14, 2023 Minutes February 24, 2023 Minutes March 1, 2023 Minutes March 9, 2023 Minutes March 14/15, 2023 Minutes March 31, 2023 Minutes</p>	<p>Library Technology Center, 3rd floor</p>
1:10 PM	<p>Presidential Presentation and Campus Spotlight: “Educating Leaders for a Diverse and Global Society” Chairman Harold Reynolds Dr. Bonita Jacobs, President Dr. Chris Jespersen, Dean, UNG's College of Arts & Letters Ms. Amisha Nair, 2022 UNG graduate, filmmaker and photographer Mr. Chris Mitchiner, Executive Director of the Institute for Cyber Operations Mr. Scott Snow, student, Cybersecurity major Col. Joe Matthews, Commandant of Cadets Ms. Anna Kubas, Fall 2022 graduate</p> <p>Spring Enrollment Dr. Angela Bell, Vice Chancellor of Research and Policy Analysis</p> <p>Georgia Degrees Pay Update Dr. Angela Bell, Vice Chancellor of Research and Policy Analysis</p>	
2:20 PM	<p>Committee of the Whole: Finance and Business Operations Regent Neil L. Pruitt, Jr.</p>	<p>Library Technology Center, 3rd floor</p>
2:55 PM	<p>Committee of the Whole: Organization & Law Regent Sarah-Elizabeth Langford</p>	<p>Library Technology Center, 3rd floor</p>
3:05 PM	<p>Committee of the Whole: Internal Audit, Risk and Compliance</p>	<p>Special</p>

Regent James K. Syfan, III

Collections,
Room 382

Wednesday, April 19th

9:00 AM

Reconvene - Wednesday, April 19th
Chairman Harold Reynolds

Library
Technology
Center, 3rd
floor

Invocation/Pledge of Allegiance
Chairman Harold Reynolds
Cadet Col. Warren Walker

Safety Briefing
Police Chief Greg Williams, University of North Georgia

9:05 AM

Committee of the Whole: Economic Development Presentation:
"Regional Education and Economic Development Partnerships"
Regent Bárbara Rivera Holmes
Dr. Bonita Jacobs, President
Dr. Sheri Hardee, Dean, UNG's College of Education
Ms. Ashley Espinoza, student, Middle Grades Education major
Dr. Karla Swafford, Hall County Schools Assistant Superintendent
Dr. Heather Harris, interim head of UNG Department of Nursing
Mr. Ronny Wilson, student who previously earned a bachelor's degree
in psychology and neuroscience
Dr. Melissa Rouse, Northeast Georgia Health System Executive Director
of Nursing Excellence & Research
Dr. Mary Gowan, Dean, UNG's Mike Cottrell College of Business
Ms. Lillian Brenters, student, Management major with a concentration
in supply chain/logistics, Syfan Scholarship recipient
Mr. Daniel Bacus, Syfan Logistics Director of Community and Academic
Outreach

Library
Technology
Center, 3rd
floor

9:35 AM

Committee of the Whole: Real Estate & Facilities
Regent T. Dallas Smith

Library
Technology
Center, 3rd
floor

9:55 AM

Committee of the Whole: Academic Affairs
Regent Lowery Houston May

Library
Technology
Center, 3rd
floor

Chancellor's Report
Chancellor Sonny Perdue

Unfinished Business
Chairman Harold Reynolds

New Business
Chairman Harold Reynolds

Petitions and Communications
Secretary Christopher McGraw

11:00 AM

Executive Session
Chairman Harold Reynolds

Special
Collections,
Room 382

Reconvene

Library
Technology
Center, 3rd
floor

Adjournment
Chairman Harold Reynolds

**MINUTES OF THE MEETING OF THE
BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
Atlanta, Georgia
February 14, 2023**

CALL TO ORDER

The Board of Regents of the University System of Georgia met on Tuesday, February 14, 2023, 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 10:11 a.m. Present, in addition to Board Chair Reynolds, were Vice Chair Erin Hames; Regents Doug Aldridge; W. Allen Gudenrath; Bárbara Rivera Holmes; Samuel D. Holmes; C. Thomas Hopkins, Jr.; James M. Hull; Cade Joiner; Patrick C. Jones; C. Everett Kennedy III; Sarah-Elizabeth Langford; Lowery Houston May; Jose R. Perez; Neil L. Pruitt, Jr.; T. Dallas Smith; and James K. Syfan, III. Chancellor Sonny Perdue was also present. Regents Tom Bradbury and Richard T. Evans were excused.

INVOCATION AND PLEDGE

Jalen Smith, Student Government Association President at Valdosta State University, gave the invocation and led the Pledge of Allegiance.

SAFETY BRIEFING

Mike Coverson, Chief of Police, gave the safety briefing.

APPROVAL OF MINUTES

Upon a motion by Regent Jose R. Perez and seconded by Regent Neil L. Pruitt, Jr., the Regents present voted unanimously to approve the minutes of the January 18, 2023, Board meeting.

CAMPUS SPOTLIGHT – AUGUSTA UNIVERSITY – “One MCG, One Mission, Many Campuses”

President Brooks Keel of Augusta University led the Campus Spotlight, “One Medical College of Georgia (MCG), One Mission, Many Campuses.” President Keel began by presenting a brief overview of Augusta University. He stated that Augusta University has one priority and that is the students and the patients. President Keel followed up by saying the university is centered around providing outstanding, quality education for the students and state of the art care for the patients. Then Dr. David Hess, Dean of MCG; Mr. Touré Jones, MD Candidate, Class of 2026; and Ms. Bailey Rodgers, MD Candidate, Class of 2024; addressed the Board. Dr. Hess described the way that Augusta University is now teaching its medical students as innovative and cutting edge. In support of MCG's program, Mr. Jones followed Dr. Hess's presentation by discussing the doctor shortage in Georgia, by specific field, and in the various counties. He also discussed the improvement of MCG's enrollment statistics. Next, Ms. Rodgers addressed the Board by discussing MCG's innovative curriculum. Ms. Rodgers elaborated on the MCG curriculum explaining a uniquely designed accelerated program in which students complete the normal four years of medical school in three years and then go straight into their residencies, to address Georgia's healthcare needs more quickly.

COMMITTEE OF THE WHOLE: INTERCOLLEGIATE ATHLETICS

Committee Chair Cade Joiner called the meeting to order at approximately 10:39 a.m. to discuss a request from Middle Georgia State University to enter into a new agreement regarding its athletic affiliation. Middle Georgia State President Christopher Blake led a presentation to the Board about the proposed changes, which would include a transition from the NAIA to the NCAA Division II and to the Peach Belt Conference as well as an expansion of its athletics programs offerings to include women's track. Upon a motion made by Regent James M. Hull and seconded by Regent C. Everett Kennedy, III, the committee unanimously approved the request. There being no further business to come before the Committee, the meeting of the Committee of the Whole was adjourned at approximately 10:53 a.m.

RECESS

The Board recessed for track committee meetings.

CHANCELLOR'S REPORT

Chancellor Sonny Perdue gave his monthly report. He began by greeting everyone and wishing everyone a great Valentine's Day. Then Chancellor Perdue noted that some USG institutions have had some leadership changes recently and introduced some of the leaders involved. He introduced Kerry Heyward, who served as the interim president at Clayton State University and announced that Dr. Heyward has now returned to Georgia State University. Next Chancellor Perdue introduced Clayton State University's new president, Dr. Georj Lewis. He continued by introducing Dr. Ingrid Thompson-Sellers, who is Atlanta Metropolitan State College's new president. Chancellor Perdue also announced that Dr. Greg Tanner will be the interim president at South Georgia State College.

Chancellor Perdue next gave an update on the legislative session. He stated it has been a productive session so far and that the USG continues to engage with our legislative partners. Chancellor Perdue continued his report by discussing the budget and explaining that aspects of the current budget formula are outdated, particularly in light of the inflationary pressures that are affecting institution budgets.

Chancellor Perdue announced that USG has testified to several committees recently and has been well received at the General Assembly. He continued by saying that everybody seems to be very pleased with the work that USG is doing, including the work that USG's institutions are doing on their campuses.

COMMITTEE REPORTS

Reports of the standing committees are attached hereto.

UNFINISHED BUSINESS

There was no unfinished business to come before the Board.

NEW BUSINESS

Regent Neil L. Pruitt, Jr. announced that the USG Foundation Gala will be held on September 8, 2023, at the Atlanta History Center and that it will be the 19th annual Board of Regents Gala. Regent Pruitt also announced that former Regent Phillip Wilheit will receive the Lifetime

Achievement Award.

Upon a motion by Regent James M. Hull and seconded by Regent Jose R. Perez, the Regents present voted unanimously to approve a Resolution to recognize the many contributions made to the University System of Georgia by former Regent Don Waters.

PETITIONS AND COMMUNICATIONS

Secretary to the Board Christopher McGraw announced that the Annual Planning Retreat will be held on March 14th and 15th, 2023 at Brasstown Valley in Young Harris.

EXECUTIVE SESSION

Board Chair Harold Reynolds called for an executive session at approximately 11:55 a.m. to discuss personnel issues. With motion properly made by Vice Chair Erin Hames and seconded by Regent T. Dallas Smith, 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 12:27 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 properly made by Regent Lowery Houston May and seconded by Regent Bárbara Rivera Holmes the meeting adjourned at 12:28 p.m.

Harold Reynolds
Chairman, Board of Regents
University System of Georgia

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



**A Resolution of the Board of Regents of the University System of Georgia Recognizing
Regent Don Waters**

WHEREAS, Regent Don Waters was originally appointed by Governor Nathan Deal as a member of the Board of Regents of the University System of Georgia in March 2013; and

WHEREAS, Regent Waters is a graduate of two University System of Georgia institutions, Armstrong State College and the University of Georgia; and

WHEREAS, Regent Waters has dedicated his time, talent and service to the Board of Regents, the State of Georgia and the cause of higher education as a member of the Board for nearly a decade; and;

WHEREAS, the generosity of Regent Waters and his wife Cindy made possible the creation of the Waters College of Health Professions on what is now the Armstrong Campus of Georgia Southern University; and

WHEREAS, Regent Waters has also provided his keen insight in generous support of the University System of Georgia Foundation, which works to increase need-based scholarship aid to deserving students who would not otherwise be able to attend a public college or university anywhere across the state; and

WHEREAS, during Regent Waters' tenure on the Board of Regents, the University System of Georgia strengthened its academic reputation and dramatically increased the number of degrees awarded annually to an all-time high of 74,446 degrees in 2022 - a more than 28 percent increase befitting one of the largest and best public higher education systems in the nation; and

WHEREAS, Regent Waters also served as Chairman of the Board of Regents in 2019 and Vice Chair of the University System's foundation in 2018, helping modernize organizational structures and improve delivery of instruction, student support and philanthropic giving in Georgia; and

WHEREAS, during his 9 years of service on the Board, Regent Waters provided sage guidance to his many colleagues, to a vast number of institution presidents and to countless University System employees and students; and

WHEREAS, he served with distinction, offering thoughtful guidance, wit and wisdom.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents of the University System of Georgia hereby congratulates and thanks former Regent Don Waters for 9 years of dedicated service and generosity to the Board of Regents of the University System of Georgia and for the significant accomplishments in public higher education he helped this state and system achieve.

Presented on this 14th day of March, 2023.

MINUTES OF THE COMMITTEE ON ACADEMIC AFFAIRS

The Committee on Academic Affairs of the Board of Regents of the University System of Georgia met at approximately 11:01 a.m. on Tuesday, February 14, 2023, in Room 7007 of the Board's offices, 270 Washington St., SW, in Atlanta, Georgia. Committee Chair Lowery Houston May called the meeting to order. Present, in addition to Committee Chair Lowery Houston May, were Committee Vice Chair Samuel D. Holmes; Board Chair Harold Reynolds; Board Vice Chair Erin Hames; Regents Sarah-Elizabeth Langford; W. Allen Gudenrath; Cade Joiner; Barbara Rivera Holmes; Jose R. Perez; and Patrick C. Jones. Regent Tom Bradbury was excused.

ACTION ITEMS

1. The Committee approved the establishment of a Bachelor of Science with a major in Biomedical Systems Engineering at Augusta University upon a motion by Regent Samuel D. Holmes seconded by Regent Jose R. Perez.
2. The Committee approved the establishment of a Bachelor of Science in Education with a major in Workforce Education at the University of Georgia upon a motion by Regent W. Allen Gudenrath seconded by Regent Cade Joiner.
3. The Committee approved the naming of the School of Risk Science as the Maurice R. Greenberg School of Risk Science at Georgia State University upon a motion by Regent Patrick C. Jones seconded by Regent Cade Joiner.

CONSENT ITEMS

4. The Committee approved the Establishment of the William C. Pate Chair in Strategic Communication at Georgia State University.
5. The Committee approved the Establishment of the Synder Distinguished Professorship in Large Animal Medicine at the University of Georgia.
6. The Committee approved the appointment of several named faculty positions at Georgia State University and the University of Georgia.

ADJOURNMENT

There being no further business to come before the Committee, the meeting was adjourned at approximately 11:06 a.m.

**MINUTES OF THE
COMMITTEE ON FINANCE & BUSINESS OPERATIONS**

The Committee on Finance & Business Operations met at approximately 10:58 a.m. Tuesday, February 14, 2023, in room 8003 of the Board's offices, 270 Washington St. SW, in Atlanta, Georgia. Committee Chair Neil L. Pruitt, Jr., called the meeting to order. Present, in addition to Committee Chairman Pruitt, were Committee Vice Chair Doug Aldridge; Board Chairman Harold Reynolds; Regents C. Thomas Hopkins, Jr.; James M. Hull; C. Everett Kennedy, III; T. Dallas Smith; and James K. Syfan, III. Chancellor Sonny Perdue was also present. Regent Richard T. Evans was excused.

1. The Committee received an information item on the second quarter revenues and expenditures for the University System of Georgia.

ADJOURNMENT

There being no further business to come before the committee, the meeting adjourned at approximately 11:04 a.m. on Tuesday, February 14, 2023.

**MINUTES OF THE
COMMITTEE ON PERSONNEL & BENEFITS**

The Committee on Personnel and Benefits met at approximately 11:04 a.m. Tuesday, February 14, 2023, in room 8003 of the Board's offices, 270 Washington St. SW, in Atlanta, Georgia. Committee Vice Chair James M. Hull called the meeting to order. Present, in addition to Committee Vice Chair Hull, were Regents Doug Aldridge; C. Thomas Hopkins, Jr.; C. Everett Kennedy, III; Neil L. Pruitt, Jr.; T. Dallas Smith; and James K. Syfan, III. Chancellor Sonny Perdue was also present. Committee Chair Richard T. Evans was excused.

1. Information Item: Continuous Service Waivers

Vice Chancellor for Human Resources Juanita Hicks provided an update on the Continuous Service Waivers.

2. Approval Item: Proposed Revision to Board of Regents Policy 8.2.7.7 Other Leave

Upon a motion by Regent C. Thomas Hopkins, Jr. and seconded by Regent Neil L. Pruitt, Jr., the Board unanimously approved the proposed revision to Board of Regents' Policy 8.2.7.7 Other Leave to add a section on Blood or Blood Platelet Donation leave and to simplify Policy language.

ADJOURNMENT

There being no further business to come before the committee, the meeting adjourned at approximately 11:09 am on Tuesday, February 14, 2023.

**MINUTES OF THE
COMMITTEE ON ORGANIZATION & LAW**

The Committee on Organization and Law of the University System of Georgia met on Tuesday, February 14, 2023, at approximately 11:06 a.m., in room 7007 of the Board's offices, 270 Washington St. SW, in Atlanta, Georgia. Committee Chair Sarah-Elizabeth Langford called the meeting to order. Present, in addition to Committee Chair Langford, were Board Chair Harold Reynolds; Board Vice Chair Erin Hames; Regents Lowery Houston May; W. Allen Gudenrath; Cade Joiner; Bárbara Rivera Holmes; Samuel D. Holmes; Jose R. Perez; and Patrick C. Jones. Committee Vice Chair Tom Bradbury was excused.

Approval Items:

1. Upon a motion by Regent Samuel D. Holmes and seconded by Bárbara Rivera Holmes, the committee approved a mutual aid agreement between the City of Dahlonega Police Department and the University of North Georgia.
2. Upon a motion by Regent Lowery Houston May and seconded by Regent Cade Joiner, the committee approved a mutual aid agreement between the Fulton County Police Department and Georgia State University.
3. Upon a motion by Regent Lowery Houston May and seconded by Regent Cade Joiner, the committee approved a mutual aid agreement between the City of Dunwoody Police Department and Georgia State University.
4. Upon a motion by Regent Lowery Houston May and seconded by Regent Cade Joiner, the committee approved a mutual aid agreement between the City of Atlanta Police Department and Georgia State University.
5. Upon a motion by Regent W. Allen Gudenrath and seconded by Regent Jose R. Perez, the committee approved the awarding of an honorary degree by the University of North Georgia to James "Jimmy" Faulkner.

Executive Session

Committee Chair Sarah-Elizabeth Langford called for an executive session at approximately 11:10 a.m. to discuss personnel matters and student records. With the motion properly made by Regent Samuel D. Holmes and seconded by Regent Bárbara Rivera Holmes, 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.

Upon motion properly made by Regent Lowery Houston May and seconded by Regent Cade Joiner the Executive Session was adjourned at approximately 11:14 a.m. No actions were taken in the Executive Session.

Adjourn

There being no further business to come before the committee, and upon motion properly 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 11:15 a.m.

MINUTES OF THE COMMITTEE ON REAL ESTATE AND FACILITIES

The Committee on Real Estate and Facilities of the Board of Regents of the University System of Georgia met on Tuesday, February 14, 2023, at approximately 11:09 a.m., in room 8003 of the Board's offices, 270 Washington Street SW, Atlanta, Georgia, and simultaneously accessible by BOR Webcast. Committee Chair T. Dallas Smith called the meeting to order. Present, in addition to Committee Chair Smith, were Committee Vice Chair C. Everett Kennedy, III, Regents James M. Hull, C. Thomas Hopkins, Jr., Neil L. Pruitt, Jr., Doug Aldridge and James K. Syfan, III. Chancellor Sonny Perdue was also present. Regent Richard "Tim" Evans was excused as absent. Unless otherwise noted, the Regents present approved all items unanimously.

EXECUTIVE SESSION

1. Committee Chair T. Dallas Smith called for an executive session at 11:12 a.m. to discuss real estate matters. With a motion made by Regent James M. Hull and seconded by Regent Neil L. Pruitt, Jr., the Regents who were present voted unanimously to go into executive session. An affidavit regarding this executive session is on file in the Secretary to the Board's office.

RECONVENE

Following a motion to exit executive session from Regent Neil L. Pruitt, Jr. that was seconded by Regent C. Everett Kennedy, III, Committee Chair T. Dallas Smith reconvened the Committee in its regular session at 11:24 a.m. and announced that no actions were taken during the executive session.

CONSENT ITEMS

2. The Committee approved the naming of the outdoor community patio at the School of Law on the main campus of the University of Georgia as the "Carolyn and Henry Garrard Patio".
3. The Committee authorized project number BR-90-2304, Marietta Campus Quad Hardscape-Landscape Improvements, for Kennesaw State University.

APPROVAL ITEM

4. The Committee authorized project number PPV-30-2301, New First-Year Student Residence Hall, for the Georgia Institute of Technology. The motion to authorize was made by Regent C. Everett Kennedy, III and seconded by Regent James M. Hull.

ADJOURNMENT

There being no further business to come before the Committee, the meeting adjourned at approximately 11:31 a.m. following a motion from Regent Neil L. Pruitt, Jr. and a second from Regent James M. Hull.

**MINUTES OF THE MEETING OF THE
THE BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
Atlanta, Georgia
February 24, 2023**

CALL TO ORDER

The Board of Regents of the University System of Georgia met on Friday, February 24, 2023, in Room 8003 of the Board's offices, 270 Washington Street, SW, Atlanta, Georgia. Board Chair Harold Reynolds called the meeting to order at 8:00 a.m. Present, in addition to Board Chair Reynolds, were Vice Chair Erin Hames; Regents Richard T. Evans; Bárbara Rivera Holmes; Samuel D. Holmes; C. Thomas Hopkins, Jr.; James M. Hull; Cade Joiner; Patrick C. Jones; C. Everett Kennedy III; Sarah-Elizabeth Langford; Jose R. Perez; T. Dallas Smith; and James K. Syfan, III. Chancellor Sonny Perdue was also present. Regents Doug Aldridge; Tom Bradbury; W. Allen Gudenrath; Lowery Houston May; and Neil L. Pruitt, Jr. were excused.

EXECUTIVE SESSION

Upon a motion made by Regent Samuel D. Holmes and seconded by Regent T. Dallas Smith, the Board unanimously voted to enter executive session at 8:02 a.m. to discuss personnel matters related to the Columbus State University presidential search. An affidavit regarding this executive session is on file in the Office of the Secretary to the Board.

RECONVENE

Following the executive session, Board Chair Harold Reynolds reconvened the Board in its regular session at 1:22 p.m. and announced that no action had been taken.

ADJOURNMENT

Upon a motion made by Regent C. Thomas Hopkins, Jr. and seconded by Vice Chair Erin Hames, the Board members present unanimously voted to adjourn at 1:23 p.m.

Harold Reynolds
Chairman, Board of Regents
University System of Georgia

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

**MINUTES OF THE MEETING OF THE
THE BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
Atlanta, Georgia
March 1, 2023**

CALL TO ORDER

The Board of Regents of the University System of Georgia met telephonically at 4:31 p.m. on Wednesday, March 1, 2023, and accessible in Room 8003 of the Board's offices, 270 Washington Street, SW, Atlanta, Georgia. Board Chair Harold Reynolds called the meeting to order. Present, in addition to Board Chair Reynolds, were Vice Chair Erin Hames; Regents Doug Aldridge; Tom Bradbury; Richard T. Evans; W. Allen Gudenrath; Samuel D. Holmes; C. Thomas Hopkins, Jr.; James M. Hull; Cade Joiner; Patrick C. Jones; C. Everett Kennedy III; Sarah-Elizabeth Langford; Lowery Houston May; Jose R. Perez; and James K. Syfan, III. Chancellor Sonny Perdue was also present. Regents Bárbara Rivera Holmes; Neil L. Pruitt, Jr.; and T. Dallas Smith were excused.

EXECUTIVE SESSION

Upon a motion made by Regent Jose R. Perez and seconded by Regent Patrick C. Jones, the Board unanimously voted to enter executive session at 4:33 p.m. to discuss personnel matters related to the Columbus State University presidential search. An affidavit regarding this executive session is on file in the Office of the Secretary to the Board.

Upon a motion made by Regent C. Thomas Hopkins, Jr. and seconded by Regent Samuel D. Holmes, the Board unanimously voted to exit executive session at 4:39 p.m.

RECONVENE

Following the executive session, Board Chair Harold Reynolds reconvened the Board in its regular session at 4:39 p.m. and announced that no action had been taken.

COLUMBUS STATE UNIVERSITY PRESIDENCY

Upon a motion made by Regent C. Thomas Hopkins, Jr. and seconded by Regent Jose R. Perez, the Board unanimously voted to name Dr. Stuart Rayfield as finalist for the presidency of Columbus State University.

ADJOURNMENT

Upon a motion made by Regent C. Thomas Hopkins, Jr. and seconded by Vice Chair Erin Hames, the Board members present unanimously voted to adjourn at 4:41 p.m.

Harold Reynolds
Chairman, Board of Regents
University System of Georgia

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

**MINUTES OF THE MEETING OF THE
THE BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
Atlanta, Georgia
March 9, 2023**

CALL TO ORDER

The Board of Regents of the University System of Georgia met telephonically at 11:00 a.m. on Thursday, March 9, 2023, and accessible in Room 8026 of the Board's offices, 270 Washington Street, SW, Atlanta, Georgia. Board Chair Harold Reynolds called the meeting to order. Present, in addition to Board Chair Reynolds, were Vice Chair Erin Hames; Regents Doug Aldridge; Tom Bradbury; Richard T. Evans; W. Allen Gudenrath; Bárbara Rivera Holmes; Samuel D. Holmes; C. Thomas Hopkins, Jr.; James M. Hull; Cade Joiner; Patrick C. Jones; C. Everett Kennedy, III; Lowery Houston May; Jose R. Perez; Neil L. Pruitt, Jr.; T. Dallas Smith; and James K. Syfan, III. Chancellor Sonny Perdue was also present. Regent Sarah-Elizabeth Langford was excused.

EXECUTIVE SESSION

Upon a motion made by Regent James M. Hull and seconded by Regent Bárbara Rivera Holmes, the Board unanimously voted to enter executive session at 11:03 a.m. to discuss personnel matters related to the next president of Columbus State University as well as a commercially valuable plan and real estate-related matters. An affidavit regarding this executive session is on file in the Office of the Secretary to the Board.

Upon a motion made by Regent James K. Syfan, III and seconded by Regent Richard T. Evans, the Board unanimously voted to exit executive session at 11:10 a.m.

RECONVENE

Following the executive session, Board Chair Harold Reynolds reconvened the Board in its regular session at 11:10 a.m. and announced that no action had been taken.

COLUMBUS STATE UNIVERSITY PRESIDENCY

Upon a motion made by Regent C. Thomas Hopkins, Jr. and seconded by Regent Jose R. Perez, the Board unanimously voted to appoint Dr. Stuart Rayfield as the next president of Columbus State University effective July 1, 2023.

ADJOURNMENT

Upon a motion made by Regent Bárbara Rivera Holmes and seconded by Regent Jose R. Perez, the Board members present unanimously voted to adjourn at 11:13 a.m.

Harold Reynolds
Chairman, Board of Regents
University System of Georgia

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

**MINUTES OF THE MEETING OF THE
BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
Young Harris, Georgia
March 14-15, 2023**

CALL TO ORDER

The Board of Regents of the University System of Georgia met at 12:28 p.m., Tuesday, March 14, 2023, in Salons 3 and 4 of Brasstown Valley Resort, 6321 Highway 76, Young Harris, Georgia. Board Chair Harold Reynolds called the meeting to order. Present, in addition to Chair Reynolds, were Vice Chair Erin Hames and Regents Doug Aldridge, Tom Bradbury, Richard T. Evans, W. Allen Gudenrath, Bárbara Rivera Holmes, Samuel D. Holmes, C. Thomas Hopkins, Jr., James M. Hull, Cade Joiner, Patrick Jones, C. Everett Kennedy, III, Sarah-Elizabeth Langford, Lowery Houston May, Jose R. Perez, Neil L. Pruitt, Jr., T. Dallas Smith, and James K. Syfan, III. Chancellor Sonny Perdue was also present. Regent T. Dallas Smith was excused on Wednesday, March 16, 2023.

STRATEGIC PLANNING SESSION AND BOARD UPDATES

Chancellor Sonny Perdue gave opening remarks, welcoming the Regents to the annual planning retreat for 2023 and introducing the various updates to be presented by the University System staff that afternoon.

Vice Chancellor for Leadership and Institutional Development Stuart Rayfield, gave an update and led a discussion on the progress of the University System of Georgia (USG) strategic plan. Broad strategic goals include student success, responsible stewardship, economic competitiveness, and community impact.

Chief Fiscal Officer Tracey Cook then gave the Board an update on fiscal affairs including the USG funding formula, tuition, and student fees.

Chief Academic Officer and Executive Vice Chancellor for Academic Affairs Ashwani Monga next gave an update on the Board's post-tenure review policy and its implementation.

The session concluded with an update from Vice Chancellor for Enrollment Management and Student Affairs Scot Lingrell and Vice Chancellor for Academic Affairs Dana Nichols on student admissions requirements at USG institutions.

EXECUTIVE SESSION

Upon a motion by Regent C. Thomas Hopkins, Jr., that was seconded by Regent C. Everett Kennedy, III, the Board unanimously voted to enter executive session at 3:58 p.m. to discuss personnel matters as well as a potential commercially valuable plan and real estate-related matters. An affidavit regarding this executive session is on file with the Office of the Secretary to the Board.

RECESS

Following executive session, Chair Reynolds reconvened the meeting at 5:39 p.m. on March 14 and announced that no action was taken during the executive session. He then announced that the Board was in recess until March 15 at 8:00 a.m.

STRATEGIC PLANNING SESSION

On March 15, the Board reconvened at 8:00 a.m. and engaged in a strategic planning session facilitated by Dr. Stephen Portch.

ADJOURNMENT

There being no further business to come before the Board, the meeting adjourned at 11:44 a.m. on March 15, 2023.

Harold Reynolds
Chair, Board of Regents
University System of Georgia

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

**MINUTES OF THE MEETING OF
THE BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
Atlanta, Georgia
March 31, 2023**

CALL TO ORDER

The Board of Regents of the University System of Georgia met telephonically at 8:00 a.m. on Friday, March 31, 2023, and accessible in Room 8026 of the Board's offices, 270 Washington St., SW, Atlanta, Georgia. Board Chair Harold Reynolds called the meeting to order. Present, in addition to Chair Reynolds, were Vice Chair Erin Hames; Regents Doug Aldridge; Tom Bradbury; Richard T. Evans; W. Allen Gudenrath; Samuel D. Holmes; Bárbara Rivera Holmes; C. Thomas Hopkins, Jr.; James M. Hull; Cade Joiner; Patrick Jones; Sarah-Elizabeth Langford; Lowery Houston May; Jose R. Perez; Neil L. Pruitt, Jr.; T. Dallas Smith; and James K. Syfan, III. Regent C. Everett Kennedy III was excused. Chancellor Sonny Perdue was also present.

EXECUTIVE SESSION

Upon a motion made by Regent Jose Perez and seconded by Vice Chair Erin Hames, the Board members present unanimously voted to enter executive session at 8:02 a.m. to discuss a potential commercially valuable plan, real estate-related matters, and matters of attorney-client privilege and attorney work product, as well as personnel matters. An affidavit regarding this executive session is on file in the Office of the Secretary to the Board.

RECONVENE AND AU HEALTH SYSTEM TRANSACTION

Following the executive session, Chair Reynolds reconvened the Board in its regular session at 9:00 a.m. and announced that no action had been taken.

After discussion of a proposed transaction involving AU Health System, Inc. and Wellstar Health System, Inc., Regent James M. Hull made a motion that the Board of Regents adopt a proposed resolution approving the transaction between AU Health System, Inc. and Wellstar Health System, Inc. by which Wellstar Health System, Inc. would become the sole corporate member of AU Health System, Inc. and authorizing the Chancellor or his designee to negotiate and execute the necessary documents and to take other appropriate actions to complete the transaction. The motion was seconded by Regent T. Dallas Smith. The motion was approved unanimously by the Board members present and voting. A copy of the resolution is attached hereto. Regents C. Thomas Hopkins, Jr.; Cade Joiner, and Neil L. Pruitt, Jr. recused themselves from the vote.

ADJOURNMENT

Upon a motion made by Regent Bárbara Rivera Holmes and seconded by Regent Lowery Houston May, the Board members present unanimously voted to adjourn at 9:07 a.m.

Harold Reynolds
Chairman, Board of Regents
University System of Georgia

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

**RESOLUTION OF THE BOARD OF REGENTS OF
THE UNIVERSITY SYSTEM OF GEORGIA**

Dated March 31, 2023

WHEREAS, AU Health System, Inc., a Georgia nonprofit corporation ("AUHS") is the sole corporate member of AU Medical Center, Inc., a Georgia nonprofit corporation ("AUMC"), AU Medical Associates, Inc., a Georgia nonprofit corporation that is the faculty practice plan for the Medical College of Georgia ("AUMA"), Roosevelt Warm Springs Rehabilitation & Specialty Hospitals, Inc., a Georgia nonprofit corporation ("RWSH"); together with AUHS, AUMC and AUMA, the "AUHS System";

WHEREAS, collectively, the AUHS System (1) operates the 632-licensed bed AU Medical Center, the 154-licensed bed Children's Hospital of Georgia, the clinical arm of the Georgia Cancer Center, and certain outpatient sites; (2) operates a comprehensive rehabilitation health center including a 32-bed licensed long term acute care hospital known as Roosevelt Warm Springs Long Term Acute Care Hospital and a 52-licensed bed inpatient rehabilitation hospital known as Roosevelt Warm Springs Rehabilitation Hospital, located in Warm Springs, Georgia; and (3) manages the clinical operations associated with the Medical College of Georgia ("MCG") at Augusta University ("Augusta University");

WHEREAS, the Board of Regents oversees the 26 public colleges and universities that comprise the University System of Georgia (the "USG"), which includes MCG at Augusta University;

WHEREAS, from time to time the Board of Regents directly or indirectly appoints certain members of the board of directors of AUHS (the "AUHS Board"), of which currently four AUHS Board members are Regents;

WHEREAS, the Board of Regents is the owner of certain real property comprising approximately 90% of the facilities of AUMC and located on the Augusta University campus and, pursuant to that certain Master Lease Agreement, the Board of Regents leases certain facilities to AUHS and AUMC for a term ending July 1, 2065;

WHEREAS, the AUHS Board has determined that it is in the best interest of AUHS and the Georgia healthcare industry at large for AUHS to enter into a merger or acquisition with a potential strategic partner (the "Strategic Acquisition");

WHEREAS, the AUHS Board, with the help of Ponder & Co. (a consulting firm with proven healthcare expertise and extensive experience advising on similar transactions) determined that the best potential partner for the Strategic Acquisition would be Wellstar Health System, Inc. ("Wellstar");

WHEREAS, the AUHS Board directed its management to enter into exclusive negotiations with Wellstar to further negotiate and finalize a letter of intent with Wellstar (the "LOI"), which such LOI was finalized and executed on December 27, 2022 (effective as of December 28, 2022) and contemplated further discussion between the parties to develop terms and conditions for a potential business transaction pursuant to which Wellstar would become the sole corporate member of AUHS (the "Transaction");

WHEREAS, pursuant to the LOI, the Board of Regents believes that the proposed Transaction will (1) support and enhance the commitment to the provision of high-quality health care services locally and throughout the State of Georgia and better provide health care services to underserved populations; (2) expand the clinical platform, including a new state-of-the-art hospital in Columbia County, using the newest technology and equipment to prepare future healthcare professionals to practice in the changing healthcare environment; (3) support the vision of MCG, allowing it to carry out and expand its health science educational missions and objectives; and (4) provide resources to enhance the recognition of Augusta University as a best-in-class research university;

WHEREAS, the entities or the subsidiaries thereof that comprise the AUHS System, as applicable, will transfer certain real property to the Board of Regents in furtherance of the Transaction;

WHEREAS, the AUHS Board's evaluation of the Transaction concludes that the Transaction will provide significant and material quantitative and qualitative benefits to the community served by the USG;

WHEREAS, the Board of Regents believes that, as a result of the proposed Transaction, all levels of care will be better coordinated, resources will be more efficiently utilized, and the USG will be able to provide improved access to high quality health care to the residents of the State of Georgia;

WHEREAS, in connection with the Transaction, the Board of Regents has been presented with that certain (1) Master Affiliation Agreement, by and between the Board of Regents, AUHS and Wellstar (the "MAA"), (2) Cooperation Agreement, by and between the Board of Regents, AUHS and Wellstar, in substantially the form attached hereto as Exhibit "A" (the "Cooperation Agreement") and (3) such other related agreements, including those set forth at Schedule 1 attached hereto (together with the MAA, the "Transaction Documents");

WHEREAS, the Board of Regents has carefully considered and understands the Transaction Documents and the transactions contemplated thereby;

WHEREAS, the Transaction is subject to regulatory review, including but not limited to that by the Georgia Attorney General pursuant to OCGA §§ 31-7-401 through 31-7-412 (the "GA Code") and the requirements of the Hart-Scott-Rodino Antitrust Improvements Act of 1976, as amended and the rules and regulations promulgated thereunder (the "HSR Act");

WHEREAS, pursuant to the GA Code, AUHS and its respective affiliates must submit certain information to the Georgia Attorney General (the "AG Filing");

WHEREAS, AUHS may not execute the Transaction Documents prior to the Attorney General's review of the Transaction and issuance of a report of findings in accordance with the GA Code;

WHEREAS, contingent upon the completion of the AG Filing and upon the issuance of a favorable Report of Findings by the Georgia Attorney General, and satisfaction of all other necessary regulatory review, the Board of Regents deems it to be advisable and in the best interests of the Board of Regents and in furtherance of the above-stated objectives and observations, to enter into the Transaction Documents and desires to approve in all respects the form, terms, provisions and performance of, and the transactions and obligations contemplated by, the Transaction Documents on behalf of the Board of Regents;

WHEREAS, the Board of Regents has carefully considered and understands the Cooperation Agreement and the transactions contemplated thereby; and

WHEREAS, the Board of Regents deems it to be advisable and in the best interests of the Board of Regents and in furtherance of the above-stated objectives and observations, to enter into the Cooperation Agreement.

NOW THEREFORE, THE BOARD HEREBY RESOLVES AS FOLLOWS:

NOW, THEREFORE, IT IS HEREBY RESOLVED, that the Transaction, in substantially the same terms and conditions as set forth in the Transaction Documents, is hereby approved, ratified and affirmed by the Board of Regents.

FURTHER RESOLVED, that contingent upon the completion of the AG Filing and upon the issuance of a favorable Report of Findings by the Georgia Attorney General, and the satisfaction of other applicable legal findings, the entry into, execution, delivery and performance by the Board of Regents of the Transaction Documents and consummation of the transactions contemplated thereby are hereby confirmed, authorized and approved in all respects and, accordingly, that the Board of Regents enters into, executes and delivers the Transaction Documents and perform its obligations thereunder.

FURTHER RESOLVED, that the Chancellor of the Board of Regents and/or his designee(s) (each, the "Authorized Person"), is hereby authorized on behalf of the Board of Regents (1) to negotiate and execute the Transaction Documents, including all exhibits and schedules attached thereto and with any modifications (including, without limitation, any additions, deletions or changes to any schedules or exhibits thereto) that such Authorized Person may deem necessary or appropriate to effect the consummation of the Transaction Documents, (2) to negotiate and execute the Cooperation Agreement in substantially the same form as presented to the Board, including all exhibits and schedules attached thereto and with any modifications (including, without limitation, any additions, deletions or changes to any schedules or exhibits thereto) that such Authorized Person may deem necessary or appropriate to effect the consummation of the Cooperation Agreement, (3) execute and deliver such documents, certificates, instruments, and other agreements as such Authorized Person may deem necessary or appropriate to consummate the Transaction Documents and the Cooperation Agreement (such items, together with the Transaction Documents, the "Authorized Documents") (with the execution and delivery of each Authorized Document by such Authorized Person constituting conclusive evidence as to the determination of such Authorized Person that such modifications of the Authorized Documents are necessary or appropriate to effect the consummation of the Authorized Documents), (4) to take action and execution of documents as such Authorized Person may deem necessary or appropriate to consummate or accept real property in furtherance of the Transaction, and (5) to pay or cause to be paid on behalf of the Board of Regents such fees and expenses, in each case as may be necessary or advisable in order to carry out and comply with the terms and provisions of the foregoing resolutions.

FURTHER RESOLVED, that each Authorized Person is hereby authorized and directed to take such action from time to time on behalf of the Board of Regents as such Authorized Person may deem necessary, advisable or proper to carry out and perform the obligations of the Board of Regents under the Authorized Documents, including but not limited to the performance of all actions necessary to negotiate and deliver all agreements and documents necessary to close the Transaction consistent with the terms set forth in the Transaction Documents.

FURTHER RESOLVED, that any action heretofore taken or deed done by any Authorized Person, and any person or persons designated and authorized to act by an Authorized Person, to facilitate the actions contemplated by these resolutions is hereby approved, ratified, confirmed and adopted, and such Authorized Person is authorized to take and do such further acts and deeds, and to execute and deliver, for and in the name of the Board of Regents, such other agreements, documents, papers, and instruments as such Authorized Person deems to be necessary, appropriate, advisable or required in order to effectuate the purpose and intent of these resolutions and to consummate the actions contemplated by these resolutions and the Authorized Documents and the taking of any such acts and deeds, and the

execution and delivery of any such agreements, documents, papers and instruments are hereby approved, ratified, confirmed and adopted.

General Authority

RESOLVED, that the Authorized Persons be, and hereby are, authorized and directed to take any and all actions, execute any and all documents, agreements and instruments, make any and all filings and expenditures and take any and all steps deemed by them to be necessary, desirable or appropriate in order to carry out the purpose and intent of and to consummate any of the actions contemplated by any of the foregoing resolutions in the name of and on behalf of the Board of Regents.

RESOLVED, that the Chair of the Board of Regents is hereby authorized to certify true copies of the foregoing resolutions, as well as any other documents and papers which may from time to time be necessary, proper or convenient to be delivered in connection with the Transaction Documents and to attest signatures of any officer executing and delivering the Transaction Documents, and any related agreements approved in the foregoing resolutions.

PASSED, ADOPTED, SIGNED, APPROVED AND EFFECTIVE this 31st day of March 2023.



HAROLD REYNOLDS

Chair, Board of Regents of the University System of Georgia

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SPRING STUDENT ENROLLMENT UPDATE

April 18, 2023

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| 1. | Spring 2023 Student Enrollment Update | 1 |
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AGENDA

SPRING STUDENT ENROLLMENT UPDATE

April 18, 2023

1. Information Item: Spring Student Enrollment Update

Vice Chancellor for Research and Policy Analysis, Dr. Angela Bell, will provide an update on Spring 2023 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 compare USG enrollment to national enrollment trends.

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GEORGIA DEGREES PAY ENHANCEMENTS UPDATE

April 18, 2023

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INFORMATION ITEM

1. Georgia Degrees Pay Enhancements Update

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AGENDA

GEORGIA DEGREES PAY WEBSITE ENHANCEMENTS UPDATE

April 18, 2023

1. Information Item: Georgia Degrees Pay Enhancements Update

Vice Chancellor of Research and Policy Analysis, Dr. Angela Bell, will provide a demonstration of recent enhancements to the Georgia Degrees Pay website. The site, which was introduced at the August 2022 board meeting, was created to be a central location for students and their families to find out information regarding the benefits of enrolling at USG institutions and to help choose between institutions and academic programs.

The Cost of Attendance tool has been updated to include data about students' cost over time to earn a degree – including tuition, fees and foregone earnings – by institution and degree level. This “Time to Degree Cost Calculator” clarifies how taking less than a full course load increases the time to complete a degree and its total cost.

Two enhancements were made to the Your Future Earnings tool which previously focused on the post-graduate wages of USG graduates working in Georgia. First, through a partnership with the U.S. Census Bureau, post-graduate wages are now available for USG graduates working anywhere in the country including Georgia. Second, we have added tools that provide cumulative loan debt for USG associate and bachelor's degree graduates by institution and degree program and the ability to compare the associated monthly loan payment with earnings for that program one, five, and ten years after graduation. This new information supports existing USG initiatives to provide clear, consistent information to students and their families about the implications of student loans to inform decisions about borrowing, enrollment, and academic program.

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COMMITTEE ON FINANCE AND BUSINESS OPERATIONS

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2. Revisions to *Board of Regents Policy Manual*, Section 7.2.2 Auxiliary Enterprises and Student Activities Revenues and Expenditures 3
3. Revisions to *Board of Regents Policy Manual*, Sections 7.3.1.5 Tuition Agreements with Corporations, Organizations, and Other Legal Entities 5
4. USG Capital Liability Management Plan 7

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5. Request for Multi-Year Leasing Contract Value Authority 8

1. **Information Item: Fiscal Update**

Chief Fiscal Officer, Tracey Cook, will provide a Fiscal Update for the University System of Georgia.

2. **Information Item: Revision to Board of Regents Policy Manual, Section 7.2.2 Auxiliary Enterprises and Student Activities Revenues and Expenditures**

At the Board's May 2023 meeting, it will be recommended that the Board approve the proposed revisions to the Board of Regents Policy Manual, Section 7.2.2 Auxiliary Enterprises and Student Activities Revenues and Expenditures.

Background: During the Fall 2022 USG Presidents' meeting, the presidents expressed a desire to have more autonomy related to utilization of fund sources. The Chancellor established a task force to include Presidents and System Office staff to explore opportunities to remove barriers.

The purpose of the recommended policy changes is to provide additional flexibility to Presidents regarding the use of Educational and General Funds to support auxiliary enterprise operations where such expenditures can be justified as supporting the primary mission of the institution. Currently, all such requests require the Chancellor's approval. The revised policy provides some autonomy at the Presidents level up to a certain dollar amount. Auxiliary enterprise operations are designed to be self-sustaining, and use of the policy should be limited to strategic needs.

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

Section 7.2.2 Auxiliary Enterprises and Student Activities Revenues and Expenditures

Auxiliary enterprises and student activities are functions and activities that relate to the mission of the USG institution including, but not limited to:

1. Housing;
2. Food Services;
3. Student Health Services;
4. Student Activities;
5. Intercollegiate Athletics (excluding intercollegiate athletics activity which is operated under the authority of a separately incorporated athletic association);
6. Parking;
7. Transportation;
8. Stores and Shops;
9. Vending and Other Services; and,
10. Student Activities (fee-based student activities and functions).

Auxiliary enterprise operations shall operate on a self-supported basis with revenues derived from student fees and other non-state sources, except as provided below. In no instance may Fund 10000 state appropriations be used to fund athletic auxiliary operations.

2. **Information Item: Revision to Board of Regents Policy Manual, Section 7.2.2
Auxiliary Enterprises and Student Activities Revenues and Expenditures (Continued)**

Each institution shall develop and update annually a five-year plan for each auxiliary enterprise operation that defines the level and manner of service to be provided, planned expenditures, and sources of revenue, including projected fee requirements. The format and content of each plan shall be determined by the USG chief fiscal officer.

Auxiliary enterprises shall be accounted for on the accrual basis of accounting. [Section 15 of the USG Business Procedures Manual, Auxiliary Enterprise Funds](#), provides additional accounting criteria necessary for determining if auxiliary enterprises are functioning on a self-supporting basis.

Exceptions to the requirement that institutions operate their auxiliary enterprises on a self-supporting basis shall be recognized as follows:

1. Institutions may choose to operate some auxiliary enterprise activities on a loss basis, but must indicate in their five-year plans how the costs of such activities will be covered by revenues generated through other auxiliary operations and must also provide an alternative plan reflecting, rightsizing of operations, or the elimination or privatization of the auxiliary. Institutions that choose to operate auxiliary enterprise activities on a loss basis and use revenues generated through other auxiliary operations to subsidize these operations must annually reflect non-mandatory transfers to avoid auxiliary enterprise deficits. The Board of Regents may, upon recommendation of the Chancellor, direct the institution to eliminate or privatize the auxiliary.
2. Institutions may apply Education & General Fund resources (unrestricted institutional funds), excluding Fund 10000 state appropriations for athletics, to auxiliary enterprise operations where such expenditures can be justified as supporting the primary mission of the institution; however, **The use of general fund resources for auxiliary enterprise operations should be limited and must be approved by the President for annual cumulative uses up to 1% of tuition revenue recognized in the last completed fiscal year, but not to exceed \$1,000,000. These funds may not be used to support scholarships. Institutions must immediately notify the Chief Fiscal Officer in writing of uses approved by the President. Any uses in excess of the institution cap at 1% of tuition or \$1,000,000, whichever is lesser, or for capital improvements, must be approved in advance by the Chancellor under procedures established by the USG chief fiscal officer. The Board of Regents has determined that intercollegiate athletics supports the overall mission of the institution and has authorized the use of Education & General Fund resources in support of intercollegiate athletics as outlined in [Board Policies 4.5](#) and [7.2.2](#). Use of Education & General Fund resources for intercollegiate athletics, excluding Fund 10000 state appropriations, is authorized as outlined in [Board Policy 4.5](#) and as further defined in the [USG Business Procedures Manual](#). In no instance may Education & General Fund resources be used to support athletic scholarships. The use and amount of Education & General Fund resources applied to the support of auxiliary enterprise operations shall be included in the five-year plan.**

3. **Information Item: Revision to *Board of Regents Policy Manual*, Section 7.3.1.5 Tuition Agreements with Corporations, Organizations, and Other Legal Entities**

At the Board's May 2023 meeting, it will be recommended that the Board approve the proposed revisions to the Board of Regents Policy Manual, 7.3.1.5 Tuition Agreements with Corporations, Organizations, and Other Legal Entities.

Background: The purpose of the recommended policy changes is to increase oversight for establishing tuition agreements with corporations, organizations and other legal entities and to clarify the intent of the policy, which is to enhance relationships between USG institutions and local businesses. Currently, these agreements are established at the institution level without review from the System Office. The revised policy would require review and approval of such agreements by the Chancellor and/or the Chancellor's designee before they can be executed.

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

Section 7.3.1.5 Tuition Agreements with Corporations, Organizations, and Other Legal Entities

USG institutions may enter into agreements with "customers," defined as corporations, organizations, agencies, or other legal entities, for the delivery of credit courses and programs. These agreements enhance relationships between the USG, local businesses **within the service area surrounding the institution**, students, and faculty by allowing course delivery to be tailored to meet the needs of the customers and their employees or members so that students receive skills that are aligned with the needs of the customer and providing flexibility with respect to the location of the course delivery.

The course and program delivery shall be restricted to employees or members of the customer group and their dependents, except upon agreement between the institution and the customer to permit non-members or non-employees to enroll in courses or programs on a space-available basis. Participating students are required to meet the minimum requirements for admission to the institution.

The amount institutions may charge for the course and program delivery shall be agreed upon between the institution and the customer and shall represent the reasonable and fair market value of the instruction, provided that the charges are not less than the total direct and indirect costs to the institution for the delivery of instruction and related services. Such costs may include, but are not limited to, course development, direct instruction, textbooks, consumables, non-instructional services, hardware, software, and indirect costs such as administrative overhead, maintenance, and security.

3. **Information Item: Revision to *Board of Regents Policy Manual*, Section 7.3.1.5
Tuition Agreements with Corporations, Organizations, and Other Legal Entities
(Continued)**

Additionally, the amount charged must reflect all required mandatory fees to include, at a minimum, the Technology Fee, and, if in effect, the Special Institutional mandatory student fees.

The charges agreed upon between the institution and the customer shall be assessed to the customer on a per-seat, per-student, or per-agreement (flat-rate) basis to be levied and collected in either of the following manners as applicable:

1. The institution may directly charge and collect all agreed-upon tuition and other charges from the customer; or
2. The institution may directly charge and collect all agreed-upon tuition and other charges from a customer's participating employees in instances where the customer's internal policy requires its employees to pay tuition and all other charges directly to an institution in order for the employee to be eligible for possible future reimbursement by the customer.

In all cases, the collection of agreed-upon tuition and other charges must be in accordance with Board Policy 7.3.3, Tuition and Fee Payment and Deferral.

The agreement, description of program content and delivery and the pricing model must be approved by the Chancellor or USG chief fiscal officer. The Chancellor or USG chief fiscal officer may require USG institutions to provide reports regarding these agreements. The Chancellor or USG chief fiscal officer may require USG institutions to provide reports regarding these agreements. designee(s) before any such agreement may be executed.

4. **Information Item: USG Capital Liability Management Plan**

Cynthia Robinson-Alexander, Associate Vice Chancellor for Finance, will outline the System's Capital Liability Management Plan for FY 2023-2027.

5. Approval Item: Request for Multi-Year Leasing Contract Value Authority

Recommended: That the Board approve by resolution a request to the Georgia State Financing and Investment Commission (GSFIC) for contract value authority of \$10 million for multi-year office leases for FY 2023.

Understandings: Upon approval of the request by the Commission, the Office of Real Estate and Facilities will seek information from institutions concerning potential cost savings associated with conversion of existing annual rental agreements to multi-year rental agreements, and the potential for utilizing the multi-year option for new rental agreements.

Background: GSFIC must approve the proposed multi-year contract value authority for participating agencies for each fiscal year. Term of the contracts may not exceed 20 years. The State Properties Commission administers the multi-year leasing program. The Board of Regents' proposed contract value authority is incorporated in the Board of Regents Capital Liability Management Plan.

**RESOLUTION REQUESTING ESTABLISHMENT OF
MULTI-YEAR CONTRACT VALUE AUTHORITY**

WHEREAS, at the general election held on November 6, 2012, voters of the State approved an amendment to the Georgia Constitution to authorize the Board of Regents of the University System of Georgia (“BOR”) to enter into lease and rental contracts exceeding one year;

WHEREAS FURTHER, the General Assembly amended O.C.G.A. 50-16-41 effective January 1, 2013 to authorize the BOR through the State Properties Commission to enter into lease and rental contract exceeding one year;

WHEREAS FURTHER, O.C.G.A. 50-16-41 provides that the Georgia State Financing and Investment Commission “each year, may establish a total multi-year contract value authority;”

WHEREAS FURTHER, O.C.G.A. 50-16-41 provides that “[n]o multi-year lease or rental agreement shall be entered into under the provisions of this Code section until the Georgia State Financing and Investment Commission has established the fiscal policies and multi-year contract value authority for the current and future fiscal years.;

WHEREAS FURTHER, on December 12, 2012, the Georgia State Financing and Investment Commission established the fiscal policies required by O.C.G.A. 50-16-41;

WHEREAS FURTHER, the BOR has considered its expected needs for multi-year lease and rental agreements for fiscal year 2023, will comply with the aforementioned fiscal policies governing multi-year agreements, and determined to request the specific amount of contract value authority to be established for fiscal year 2023 in the amount of \$10,000,000

NOW THEREFORE, BE IT RESOLVED THAT:

The BOR has considered its expected needs for multi-year lease and rental agreement for fiscal year 2023 and requests the Georgia State Financing and Investment Commission establish contract value authority for the BOR for fiscal year 2023 in the amount of \$10,000,000.

This resolution is adopted this ___ day of April, 2023.

Board of Regents of the University System of Georgia

By: _____
Chairman, Board of Regents of the University System of Georgia

(SEAL)

Attest: _____
Secretary to the Board, Board of Regents of the University System of Georgia

AGENDA

COMMITTEE OF THE WHOLE: ORGANIZATION AND LAW

April 18, 2023

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APPROVAL ITEMS

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EXECUTIVE SESSION – To be held during Full Board’s Executive Session

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| 3. | Executive Session | 9 |
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1. **Honorary Degree Requests: Kennesaw State University**

Kennesaw State University President Kathy S. Schwaig seeks the Board's approval to award Honorary Doctorates of Humane Letters to (1) Norman Radow and (2) Audrey Morgan.



February 21, 2023

Sonny Perdue
Chancellor
University System of Georgia
270 Washington Street, S.W.
Atlanta, GA 30334

Dear Chancellor Perdue:

I am writing to request approval for Kennesaw State University to confer an honorary doctorate to Norman Radow and to Audrey Morgan. These two candidates have been nominated in accordance with KSU's internal process, which includes recommendation by the Honorary Degree Review Committee (with faculty represented on the committee), endorsement by the provost, and selection by the president for your consideration.

Norman Radow, CEO of the RADCO Companies, has demonstrated a sincere and substantial commitment to Kennesaw State and our students over the years. Through his time on the KSU Foundation Board of Trustees, including as former chairman, he helped develop the first large residential community at KSU, as well as the Sports and Recreation Park. He continues to volunteer his time and provide his insights to make KSU an even better place for our students. Over the course of 18 years, he and his wife have given \$11.6 million to benefit 12 separate units at KSU. This total includes one of the largest single contributions from an individual donor in KSU history. In 2020, his \$9 million gift to support students studying humanities and social sciences led to the naming of the Norman J. Radow College of Humanities and Social Sciences and the creation of the Radow Institute for Social Equity (RISE).

Audrey Morgan and her family have exhibited consistent and meaningful support for the mission of KSU over the past 40 years. Along with her late husband, Jack, and her sister, the late Dr. Bobbie Bailey, the family has given \$17 million, making them the largest combined donors in KSU history. These gifts have enabled program support, capital projects, and scholarships, including the Audrey and Jack Morgan Endowed Scholarship in Music and the Audrey Morgan Nursing Scholarship. Her support has contributed to the success of 66 KSU students in the arts, Honors, athletics, engineering, computer science, and nursing. This array of support reflects the intentionality behind her gifts. She listens to feedback from university leadership and students before

OFFICE OF THE PRESIDENT

investing to ensure her gifts have the greatest impact and meet strategic needs of the university, its students, and the broader community.

Both Norman Radow and Audrey Morgan are respected individuals not only within the KSU community but also within the community at large. Their contributions have empowered our students and helped move Kennesaw State forward. Awarding them an honorary doctorate would appropriately recognize their commitment to Kennesaw State and higher education and provide an additional connection to the University to which they have devoted so much time and resources.

Thank you for your consideration of this request, and please let us know if any additional information is needed.

Sincerely,

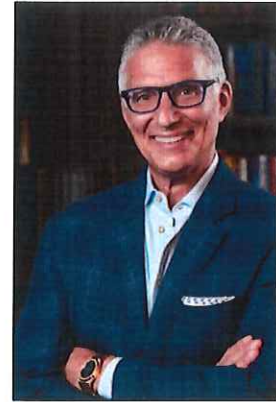
A handwritten signature in cursive script that reads "Kathy S. Schwaig".

Kathy S. Schwaig, PhD
President

Norman J. Radow

"To be grounded morally and ethically, to explore, and to come to understand our purpose as human beings is paramount to advancing our society, creating a better citizenry, and improving the world in which we live."

- Norman J. Radow, Founder and CEO of The RADCO Companies



With his transformative \$9 million gift in support of Kennesaw State University and the Norman J. Radow College of Humanities and Social Sciences, Mr. Radow combines his 20-year passion for KSU with his lifelong belief in the importance of expanding humanities and social sciences education in our country.

Early Life & Education

Born in Brooklyn in 1957, Radow was raised in and around public housing projects and saw how poverty and segregation affected public policy. He decided that if he were ever able to do so, he would help families like those with whom he grew up to live in safer communities that offered more opportunities. After graduating with a B.A. degree in history from the State University of New York (SUNY) in Plattsburgh in 1978, Radow attended New York Law School and graduated in 1981.

Successful Career

He made his first real estate deal in 1980, buying and selling a small building in Manhattan with a \$10,000 loan from his family. The profits from this deal financed his last year of law school and set the trajectory for his entire career. Radow began working at the intersection of law, real estate, and government for New York City's Department of Housing Preservation and Development (HPD) where he litigated cases relating to tax-foreclosed housing mostly in Brooklyn. After winning a precedent-setting case in New York's First Appellate Department in 1987 he moved his family to Georgia where he served as general counsel for an international real estate firm, working on transactions litigating challenging cases, and handling the firm's restructuring during the savings and loan crises of the early 1990s.

RADCO is Born

In one of those deals, Mr. Radow saw an opportunity to buy what is now the 53-story Four Seasons Hotel, office, and condo tower in midtown Atlanta. Thus, the RADCO Companies were born, originally operating as a boutique firm doing developments as opportunities were presented. But in 2000, the investment bank Lehman Brothers called upon Radow to spearhead the rescue of an Atlanta property it intended to foreclose upon and reposition. RADCO earned a well-deserved reputation for resuscitating failing real estate developments across the country. In 2008, after Lehman Brothers failed, Radow took over the leadership of dozens of properties from the Lehman Estate in bankruptcy. The New York Times wrote extensively about his work in 2009.

A New Opportunity

In 2011, Radow began to re-engage in the market as an investor and focused on workforce rental housing. He brought together nearly a billion dollars of private capital to acquire over 24,000 apartment units in less than a decade, built a tenant insurance business, and became a capital company supporting other developers, as well. RADCO has twice been named the fastest-growing company in Atlanta and Georgia, and Radow was named as one of Atlanta's most admired CEOs. Radow explained his passion for his work, "I had the opportunity to do what I always said I would do: make sure working-class people could live in clean and safe communities they could both afford and be proud to call home."

Audrey Morgan

"Audrey Morgan exemplifies the highest ideals of philanthropy, integrity, visionary leadership and stewardship.

- Kathy Schwaig, President, Kennesaw State University

"We owe much of our success and growth to her intentional, strategic, and loving vision and generous support".

- Lance Burchett, CEO, Kennesaw State University Foundation



Audrey's contributions to higher education in Georgia, through service and resources, are demonstrated through their vision, leadership, and philanthropy to several outstanding Georgia institutions of higher education. Her generosity works in tandem with her active engagement in shaping programs and initiatives designed for specific strategic outcomes, and she takes an active role in listening to university leadership and student feedback to target her investments in innovative programs designed to meet the unique and dynamic needs of the students and the community.

Early Life & Education

As a child, Audrey's family imparted the value of higher education and the opportunities that come with a college degree. Growing up during the Great Depression and unclear on her potential to continue her education at the collegiate level, the Georgia native benefited from the help of work scholarships to attend Asbury College, while she also studied business management at Georgia State. As a result of this opportunity, Audrey has focused her philanthropy on education and worked to invest in Georgia's students in several ways.

Successful Career

Along with her late husband Jack, the two helped Audrey's sister, the late Dr. Bobbie Bailey, build the Our-Way air conditioning and refrigeration compressor remanufacturer company. When Our-Way was sold to Carrier, it had over 350 employees and annual sales in excess of \$45 million.

Giving to KSU

Audrey and Bobbie never forgot the humble beginnings of their childhood, and once they experienced success, they made it a goal to contribute to the local community and make investments in education, as they both had benefited from the help of others. The family is the largest combined donors ever at Kennesaw State at over \$16 million since 1993. Among the numerous contributions she has made to Kennesaw State University: in 1999, with her husband, she established the Audrey and Jack Morgan Endowed Scholarship in Music, the largest scholarship endowment fund for KSU music students. More recently, Morgan established the Audrey Morgan Nursing Scholarship to combat nursing shortages across Georgia in 2017. Altogether, she has supported 66 KSU students through her scholarship endowments. She and the Jack Morgan Foundation have also donated over \$125,000 to building athletic complexes for KSU in the early 2000s.

Giving to Causes in Georgia

Ms. Morgan's support of Georgia-based organizations includes but is certainly not limited to: Agape Youth & Family Center, Atlanta Children's Shelter, Inc., Atlanta Dream Center, City of Refuge, Girl Scouts of Greater Atlanta, Literacy and Beyond Inc., Oak Grove Methodist Church, Thingamajig Theater Company, Wellspring Living, and Women's Resource Center.

Currently, Dr. Morgan serves as the Chairman and Chief Operating Officer of the Bobbie Bailey Foundation and is the Vice President and COO of Southernaire Music Company.

2. **Honorary Degree Request: Valdosta State University**

Valdosta State University President Richard A. Carvajal seeks the Board's approval to award an Honorary Doctor of Arts and Letters Degree to Jerry Jennett.

March 14, 2023

Dr. Sonny Perdue, Chancellor
University System of Georgia
270 Washington St
Atlanta, GA 30334

Dear Chancellor Perdue,

I am writing to officially request consideration by the Board of Regents of the University System of Georgia for Valdosta State University's first ever honorary Doctor of Arts and Letters degree, to be awarded by Valdosta State University to Mr. Jerry Jennett at our May 2023 commencement ceremony.

Mr. Jennett is a highly-successful business leader. He is chairman of Georgia Gulf Sulfur Corporation, a Valdosta based company that processes and distributes sulfur products. Georgia Gulf Sulfur owns and operates plants throughout North America, and his company is a major employer in the region. However, while his accomplishments in business are indeed noteworthy, that is not why VSU is recommending him for this honor. Rather, it is because of his long and dedicated service to Valdosta State University. Despite being a graduate of another university, as this letter clearly shows, Mr. Jennett is perhaps the most loyal supporter of Valdosta State University in the institution's nearly 120-year history.

Since arriving in Valdosta almost 50 years ago, he and his wife Kay have been stalwart supporters of VSU and its strategic mission to serve our region and the state of Georgia. Their commitment to VSU is reflected in their support of students, programs, and the institution. Mr. Jennett knows the value and transformative nature of education. He shares stories of his family and the examples set by his parents and uncle as they became leaders in their respective fields.

Building on their legacy, Mr. Jennett has led multiple endeavors connected to VSU. For instance, he has served as a member of the VSU Foundation Board of Trustees for many years. His permanent appointment as an emeritus trustee reflects the Board's appreciation for his long and dedicated leadership provided to the VSU Foundation. Mr. Jennett also played a leading role in Valdosta State's most recent Capital campaign, serving as a co chair of the leadership committee, and he has been a trusted confidant of multiple VSU Cabinet members and presidents, including me.

Beyond these leadership roles, the Jennetts have supported all areas of the Valdosta State campus, including improvements for facilities, new projects, student scholarships, athletics, and the arts. Their gifts have supported scholarships and equipment for student-athletes, endowed scholarships in the College of the Arts and the College of Business Administration, and established the university's top scholarship offered via the VSU Honors Program to attract high-achieving scholars – the Jennett Scholars Program.

The Jennetts have similarly provided financial assistance to support facility improvements across campus. An excellent example is the Wenger *Transcend* acoustic system installed in 2019 to

OFFICE of the PRESIDENT

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A Comprehensive University of the University System of Georgia and an Equal Opportunity Institution

improve the sound quality within the university's performance hall. The Jennetts provided a major gift supporting the new Performing Arts Center project currently underway and scheduled for completion in 2025. They also commissioned a large sculpture for the lobby of the Dewar College of Education and Human Services building and added artwork from their personal collection to enhance a recent addition that was ultimately named in their honor.

In addition to supporting the university through his leadership and philanthropy, Mr. Jennett is often present at and even participates in campus activities. For instance, he regularly attends athletic events and awards ceremonies. In addition to attending fundraising events, he and his wife are frequently involved with the regular operations of these events and can be found loading trucks and installing décor late into the evening. Mr. Jennett is an active member of the VSU Choir and has been singing and performing with the choir for many years. He is present at every rehearsal and sets an example for our students by his commitment and comradery, and he will once again perform with the choir at their March performance with the Valdosta Symphony Orchestra.

Beyond his ongoing support of VSU, Mr. Jennett has been an outstanding supporter of the Valdosta community and has served in many leadership roles, including the Valdosta-Lowndes County Development Authority, executive board member of the South Georgia Council of the Boy Scouts of America, and the Board of Directors of Scintilla Charter Academy.

As was mentioned earlier, Mr. Jennett did not attend VSU. Instead, he is a graduate of the University of Kansas, and was honored with their Distinguished Alumni award in 2018. However, despite being a dedicated Jayhawk fan, that has clearly not stopped him from actively and repeatedly supporting his local institution. Valdosta State is beyond grateful for his impact on our institution, and that is why he and his wife were elected into the VSU Athletics Hall of Fame in 2013. The University System similarly sought to recognize his impact when they named Mr. Jennett a Regents Hall of Fame Alumni and Distinguished Friends Award winner in 2107. Now, we believe that it is very appropriate and deserving that we officially make him a Blazer by awarding him an honorary doctorate from the university he has so loyally supported.

Therefore, in recognition of his significant personal and professional contributions to Valdosta State University and our students, and with the unanimous support of our Faculty Senate Executive Committee, I present for Board of Regents consideration this request for an honorary Doctor of Arts and Letters degree for Mr. Jerry Jennett.

Sincerely,



Dr. Richard A. Carvajal
President

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

3. Executive Session

The Committee will enter executive session to discuss pending applications for 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 INTERNAL AUDIT, RISK, AND COMPLIANCE

April 18, 2023

Agenda Item

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INFORMATION ITEM

1. Executive Session

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1. Executive Session

The committee will meet in executive session.

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COMMITTEE OF THE WHOLE: ECONOMIC DEVELOPMENT

April 19, 2023

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INFORMATION ITEMS

1. University of North Georgia – Regional Education and Economic Development Partnerships 1

1. **Information Item: University of North Georgia – Regional Education and Economic Development Partnerships**

Dr. Bonita Jacobs, President of the University of North Georgia, will provide opening remarks and ask students, faculty and community partners to share examples of institutional partnerships that address regional education, healthcare, and industry talent needs, while contributing to economic development throughout northeast Georgia.

Also presenting will be Dr. Sheri Hardee, dean of the College of Education, Dr. Heather Harris, interim head of the Department of Nursing, and Dr. Mary Gowan, dean of the Mike Cottrell College of Business.

Other attendees include Dr. Karla Swafford, Hall County Schools Assistant Superintendent, Dr. Melissa Rouse, Northeast Georgia Health System Executive Director of Nursing Excellence and Research, and Mr. Daniel Bacus, Syfan Logistics Director of Community and Academic Outreach.

AGENDA

COMMITTEE ON REAL ESTATE AND FACILITIES

April 19, 2023

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AGENDA

COMMITTEE ON REAL ESTATE AND FACILITIES

April 19, 2023

1. Chancellor's Action

Vice Chancellor Neuse will update the Board on an action taken by the Chancellor pursuant to authority delegated by the Board.

Authorization of Project Budget Modification, Project No. BR-67-2202, Griffin Bell Conference Center Renovation and Addition, Georgia Southwestern State University


Recommended: That the Chancellor, in accordance with authority delegated by the Board at its January 2023 meeting, authorize the modification of the budget for Project No. BR-67-2202, Griffin Bell Conference Center Renovation and Addition, Georgia Southwestern State University (“GSW”), to increase the total project budget from \$4,445,000 to \$6,445,000.

Understandings: Approved by the Board in January 2022, the Griffin Bell Conference Center Renovation and Addition (the “Project”) is in the programming and conceptual design phase. The initial Project scope contemplated a mix of historic rehabilitation, selective demolition, and construction of new square footage. The results of a subsequent structural analysis of the existing conference facility led the design team to recommend demolition of the facility and construction of a new, approximately 7,100 square foot building. The adjacent 2,660-square foot pro shop would also be renovated to provide meeting and collaboration space.


In January 2023, the Board authorized a \$450,000 increase in the Project budget sourced from gifts and donations to the Georgia Southwestern Foundation (the “Foundation”). The Board also delegated authority to the Chancellor to approve subsequent budget modifications until commencement of construction and on the condition that any added funds are sourced from the Foundation. An additional \$2,000,000 in donations has since been raised, and the Foundation has provided written confirmation that it will cover this increase to the Project budget.

	<u>January 2023</u>	<u>Now</u>
Total Project Cost:	\$4,445,000	\$6,445,000
Construction Cost (Stated Cost Limitation):	\$3,400,000	\$4,900,000

In accordance with the Board’s approval of item #3 on the January 18, 2023 agenda of the Committee on Real Estate and Facilities, I authorize the project budget modification as described above.



Sonny Perdue, Chancellor


Date

2. **Authorization of Project, Project No. BR-30-2308, Area 2 Housing Electrical Infrastructure, Georgia Institute of Technology**

Recommended: That the Board authorize Project No. BR-30-2308, Area 2 Electrical Infrastructure, Georgia Institute of Technology (“GIT”), with a total project budget of \$4,757,000 to be sourced from housing auxiliary funds.

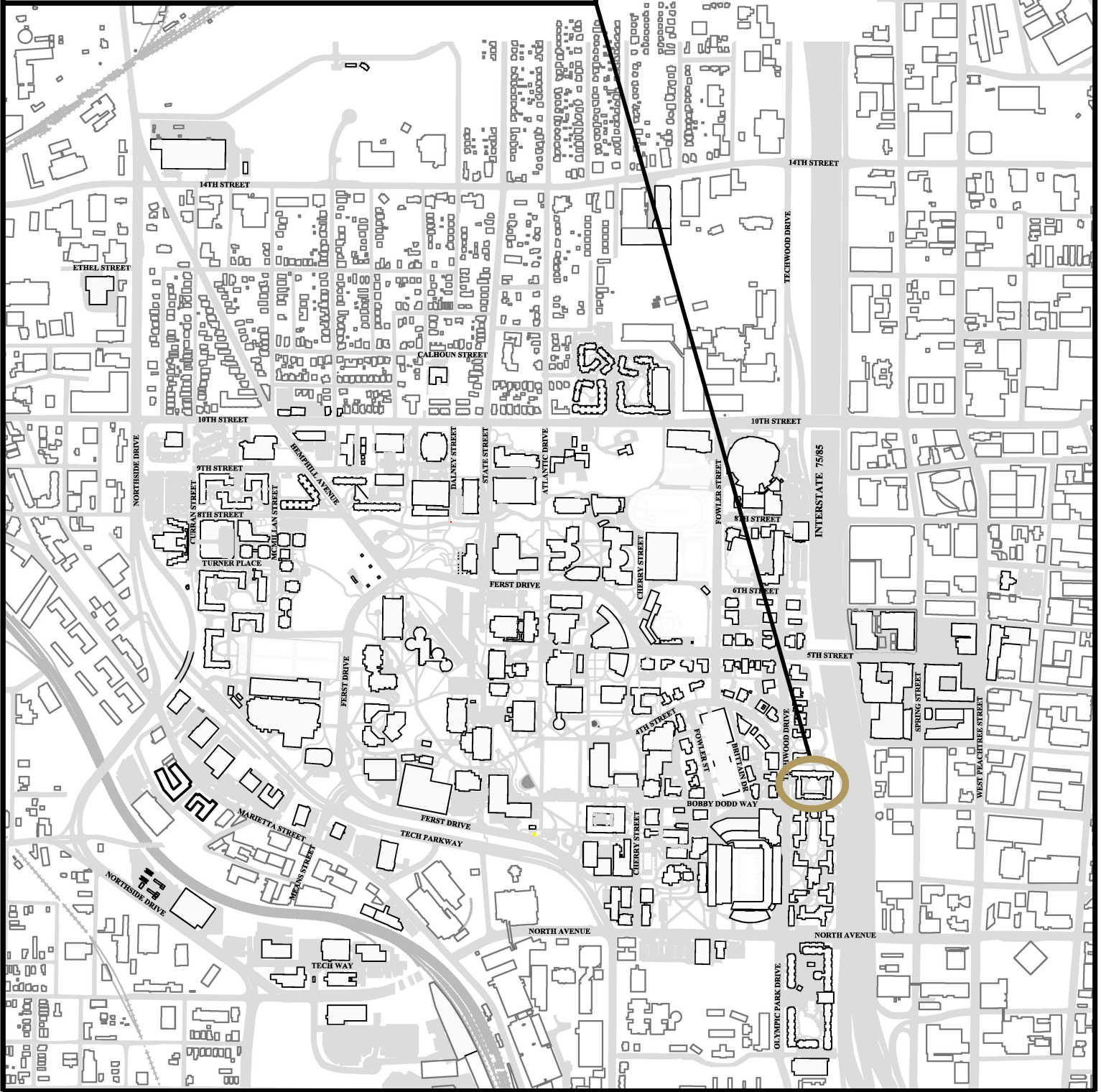
Understandings: GIT proposes to replace the original electrical infrastructure that serves Field, Matheson, Perry, Hanson, and Hopkins Halls (the “Halls”) in the residential neighborhood known as Area 2 located east of Techwood Drive and north of 3rd Street in Atlanta (the “Project”). Constructed in 1961, the Halls collectively have capacity to house over 650 first-year students. The electrical infrastructure is past its useful life and has experienced recent malfunctions, including a failure in spring 2021 that necessitated the temporary displacement and relocation of some student residents.

The Project would modernize the electrical distribution system throughout Area 2 by installing 20-kilovolt service to include new transformers, switches, cabling, and branch circuit panelboards. Due to the significant underground utility work required to complete the Project, the grounds surrounding the Halls and within the Area 2 courtyard would be restored and improved. Upon completion of the Project, the obsolete electrical components would be demolished and removed.

The estimated construction cost of the Project is \$4,054,000, with completion targeted for Summer 2024. If authorized by the Board, GIT will proceed with construction of the Project in accordance with Board of Regents procedures.

Project No. BR-30-2308, Area 2 Housing Electrical Infrastructure

Georgia Institute of Technology Campus Map - April 2023



Georgia Institute of Technology

3. Authorization of Project, Project No. BR-30-2309, 20kV Loop B Expansion and Automation, Georgia Institute of Technology

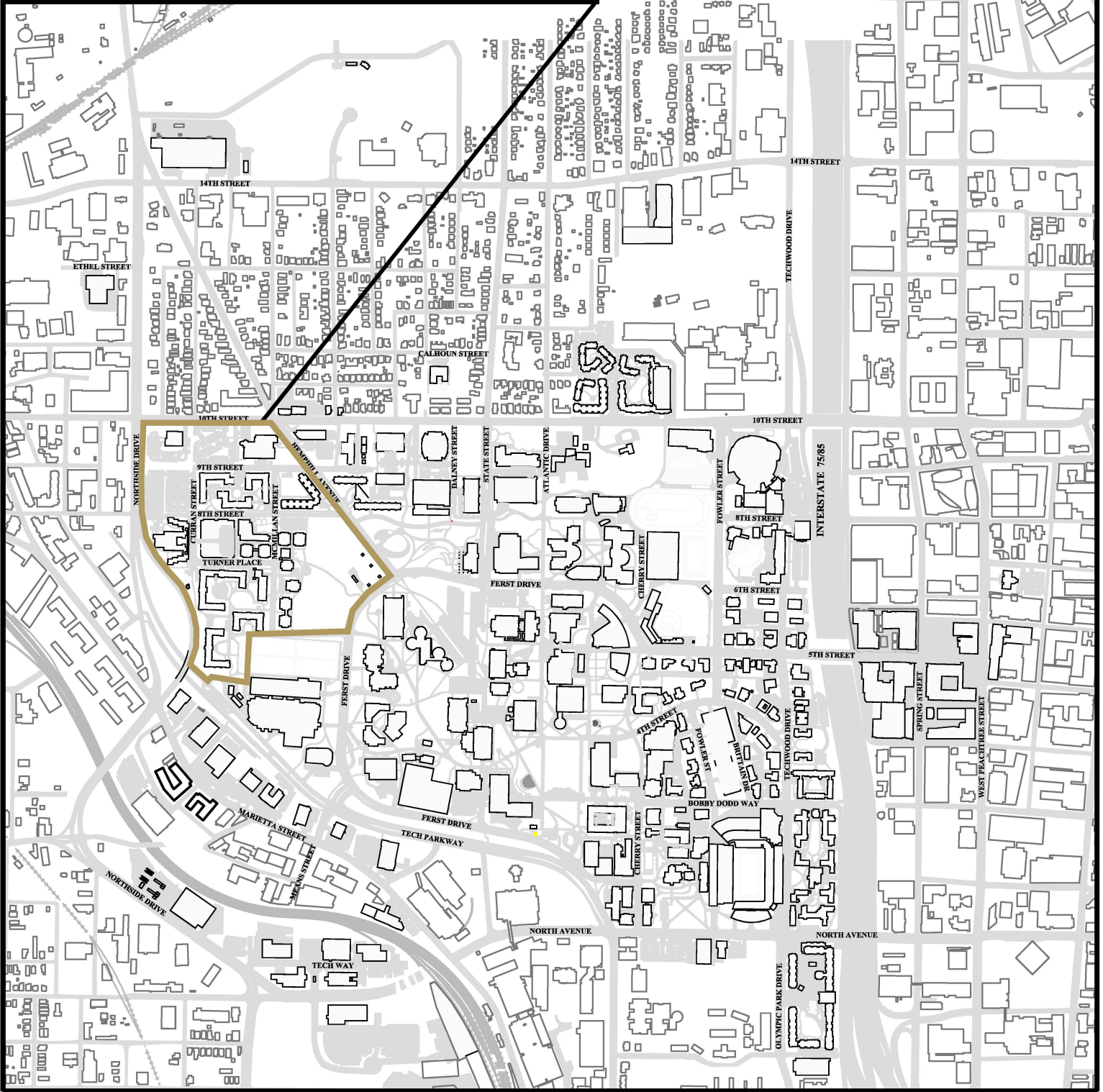
Recommended: That the Board authorize Project No. BR-30-2309, 20kV Loop B Expansion and Automation, Georgia Institute of Technology (“GIT”), with a total project budget of approximately \$5,748,000 to be sourced from institution funds.

Understandings: GIT proposes to improve and expand Loop B, the existing 20-kilovolt (“kV”) electrical infrastructure loop that serves the area of GIT’s Atlanta campus bounded on the south by 6th Street, the east by Ferst Drive and Hemphill Avenue, the north by 10th Street, and on the west by Northside Drive (the “Project”). The Project would involve stabilizing the existing electrical infrastructure by replacing 20-kV cables and transformers that are near the end of their useful life and by eliminating an operationally challenging “sub-loop”. The Project would facilitate future development on the western side of campus through the installation of new underground duct banks, manholes, cabling, and equipment. It would also allow for the transition of one building’s existing Georgia Power service to GIT’s electrical distribution system and would add automated switching to Loop B.

The estimated construction cost of the Project is \$4,875,000. If authorized by the Board, GIT will proceed with construction of the Project in accordance with Board of Regents procedures.

BR-30-2309 20kV Loop B Expansion and Automation

Georgia Institute of Technology Campus Map - April 2023



4. **Authorization of Project, Project No. BR-65-2301, Music Practice Facility, Georgia College and State University**

Recommended: That the Board authorize Project No. BR-65-2301, Music Practice Facility, Georgia College and State University (“GCSU”), with a total project budget of \$2,676,000 to be sourced from institution funds.

Understandings: GCSU proposes to construct a new facility containing approximately 7,000 square feet of space that would be designed to accommodate individual and group practice for GCSU’s Concert, Orchestra, and Jazz Bands (the “Project”). The facility would include a rehearsal room totaling approximately 3,000 square feet that features a 20-foot ceiling and capacity for around 65 to 70 musicians. The remainder of the building would include support spaces for percussion practice and storage, piano and instrument storage, private practice units, restrooms, and mechanical space.

GCSU currently leases a warehouse facility for music practice from a third-party landlord. In addition to providing improved space to meet accreditation requirements, the Project would enable GCSU to terminate the lease and save over \$50,000 in annual lease costs.

The estimated construction cost of the Project is \$2,200,000. If authorized by the Board, GCSU will proceed with construction of the Project in accordance with Board of Regents procedures.

**Authorization of Project No. BR-65-2301, New Music Practice Facility,
Georgia College and State University**



5. **Authorization of Project No. BR-90-2305, Crawford Lab Envelope and Infrastructure Improvements, Marietta Campus, Kennesaw State University**

Recommended: That the Board authorize Project No. BR-90-2305, Crawford Lab Envelope and Infrastructure Improvements, Marietta Campus, Kennesaw State University (“KSU”), with a total project budget of \$3,000,000 to be sourced from institution funds.

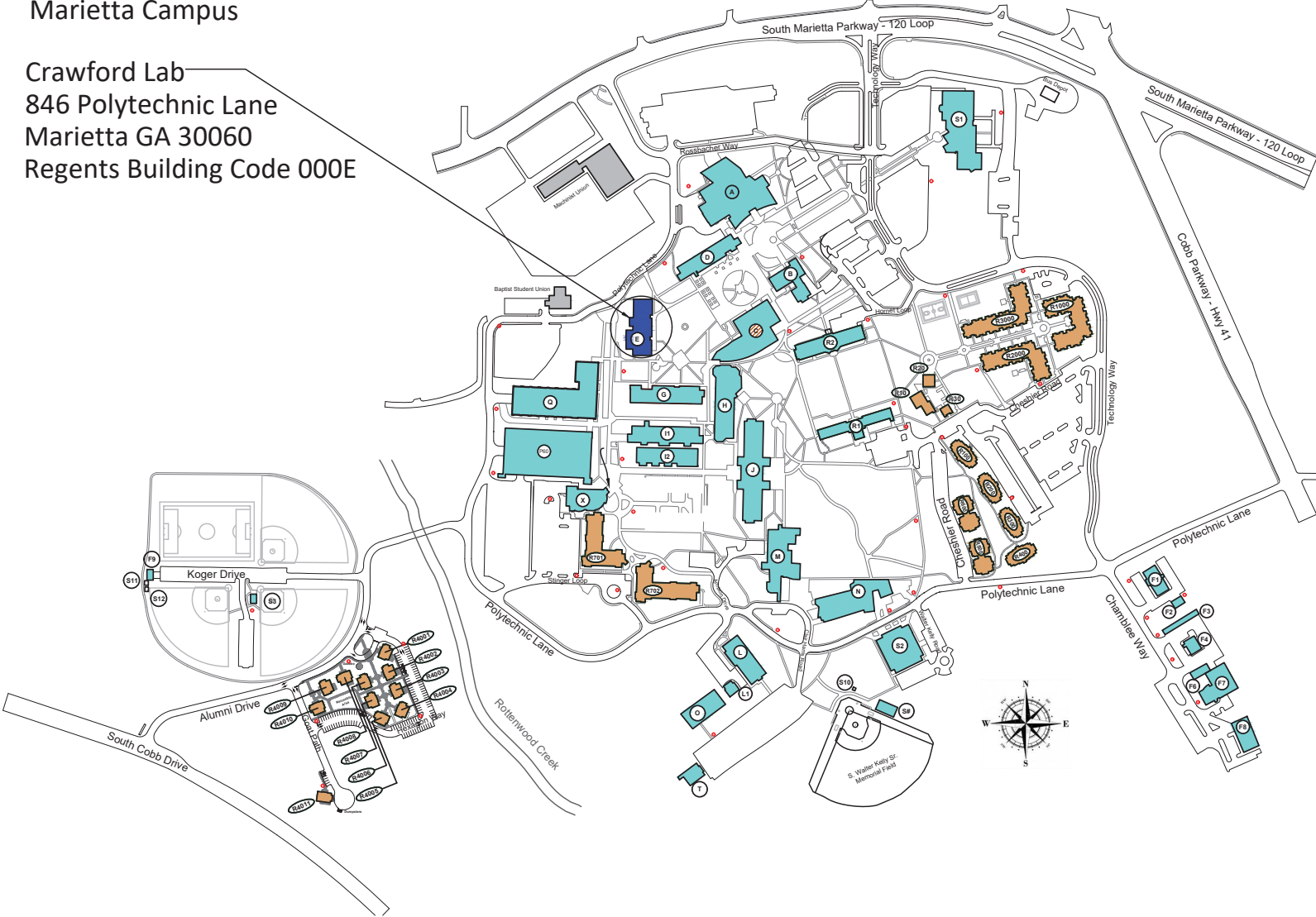
Understandings: Constructed in 1961 and totaling over 31,000 square feet, the Crawford Lab Building (the “Building”) is part of the historic core of KSU’s Marietta Campus. While the Building is under renovation for use by the College of Science and Mathematics, KSU proposes to make additional improvements to the building envelope and infrastructure (the “Project”). The Project scope includes the installation of new exterior windows and storefront on the first and second floors for increased energy efficiency, addition of new controls and testing and balancing to improve the heating, ventilation, and air conditioning system, and installation of new LED light fixtures and voice/data cabling infrastructure.

The estimated construction cost for this Project is \$2,500,000. The Project is consistent with KSU’s master plan.

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

Kennesaw State University
Marietta Campus

Crawford Lab
846 Polytechnic Lane
Marietta GA 30060
Regents Building Code 000E



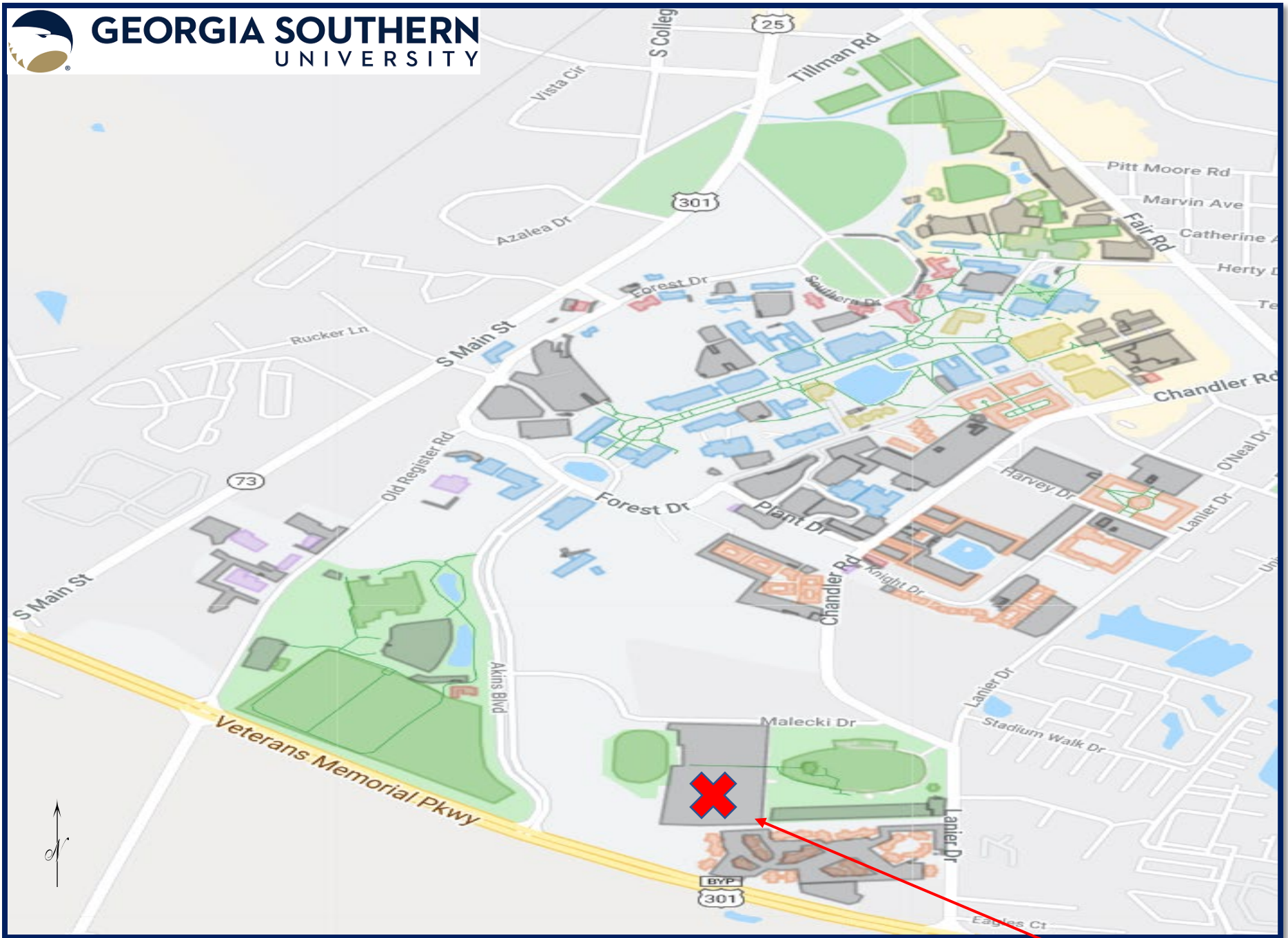
6. Naming Modification for Anthony P. Tippins Family Training Facility, Georgia Southern University

Recommended: That the Board approve the naming modification of the Anthony P. Tippins Family Indoor Practice Facility on Georgia Southern University's ("GSOU") Statesboro campus as the "Anthony P. Tippins Family Training Facility" to better reflect the facility's construction and intended use.

Understandings: President Kyle Marrero confirms that this naming conforms to the GSOU naming guidelines and with the Board of Regents naming policy.

In May 2021, the Board authorized the construction of a new indoor practice facility that would serve as a covered practice venue for GSOU's various athletics programs. In February 2022, the Board approved the naming of the new facility in recognition of the philanthropy and service of Mr. Anthony P. Tippins.

Design of the facility has been completed and construction is currently underway. GSOU has requested this naming modification to clarify that the facility, while covered to enable year-round use, is open-sided and will serve as a training venue for all GSOU student-athletes.



Anthony P. Tippins Family Training Facility

7. Ranking of Design Professional and Construction Management Firms, Project No. BR-10-2304, Riverbend Research Building 1 Addition, University of Georgia

Recommended: That the Board approve the ranking of the design professional and construction management firms named below for the identified project and authorize contract negotiations to proceed with each top-ranked firm. Should it not be possible to execute a contract with each top-ranked firm, staff will then attempt to execute a contract with the other respective listed firms in rank order.

Following public advertisement, qualifications-based selection processes were held in accordance with Board of Regents procedures. The following recommendations are made:

Project No. BR-10-2304, Riverbend Research Building 1 Addition, University of Georgia

Project Description: At their January 2023 meeting, the Board authorized construction of an expansion of Riverbend Research Building 1 (the “Project”). Totalling approximately 11,000 square feet, the new space will provide critical research infrastructure and support space to serve a broad range of research programs and activities to create a stable, high-quality environment that meets specific accreditation standards.

The Project aligns with UGA’s strategic objective of expanding research expenditures and will enhance the training of graduate and post-doctoral students, as well as a limited number of undergraduate students, in significant research areas. The Project will be funded with indirect cost recovery funds

Total Project Cost:	\$12,650,000
Construction Cost (Stated Cost Limitation):	\$10,000,000

Number of design professional firms that applied for this commission: 10

Recommended firms in rank order:

- 1)
- 2)
- 3)

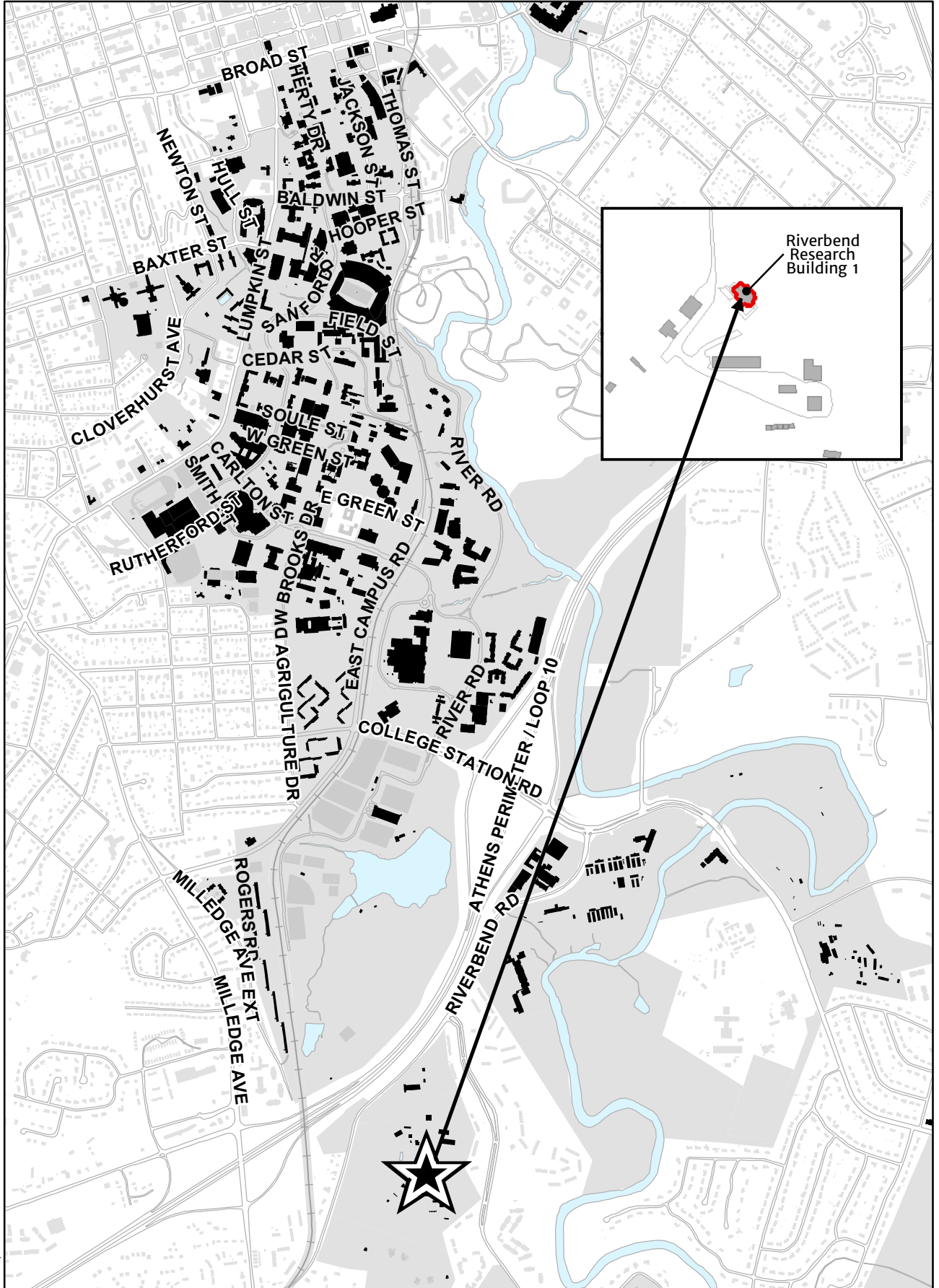
Number of construction management firms that applied for this commission: 10

Recommended firms in rank order:

- 1)
- 2)
- 3)



Riverbend Research Building 1 Addition



8. Authorization of Project No. BR-10-2305, Softball Stadium Improvements, University of Georgia

Recommended: That the Board authorize Project No. BR-10-2305, Softball Stadium Improvements, University of Georgia (“UGA”), with a total project budget of \$38,500,000 to be funded with UGA Athletic Association (“UGAA”) reserve funds and private donations.

Understandings: Located at the intersection of South Milledge Avenue and Will Hunter Road in Athens, Jack Turner Softball Stadium (the “Stadium”) was constructed in 2004 and is home to UGA’s women’s varsity softball team. UGA proposes to renovate the existing team areas in the Stadium (the “Stadium Renovations”) and construct a new two-story facility for student-athletes (the “Facility”) (collectively, the “Project”).

The Stadium Renovations would involve the conversion of approximately 4,500 square feet of existing team areas into coaches’ offices and a staff locker room. The existing field lighting would also be replaced with LED light fixtures to improve energy efficiency. Totalling approximately 27,500 square feet, the Facility would be constructed beyond the Stadium’s left field wall and would house a clubhouse with locker room, a training room, nutrition station, lounge, and team meeting room areas for the softball student-athletes. In addition, the Facility would include a shared weight room and an indoor practice area accessible to multiple sports teams. Additional multi-sport shared amenities would include a laundry room, equipment storage, and a fueling station. A public lobby area would also provide accessible access from the parking lot to fan seating and amenities.

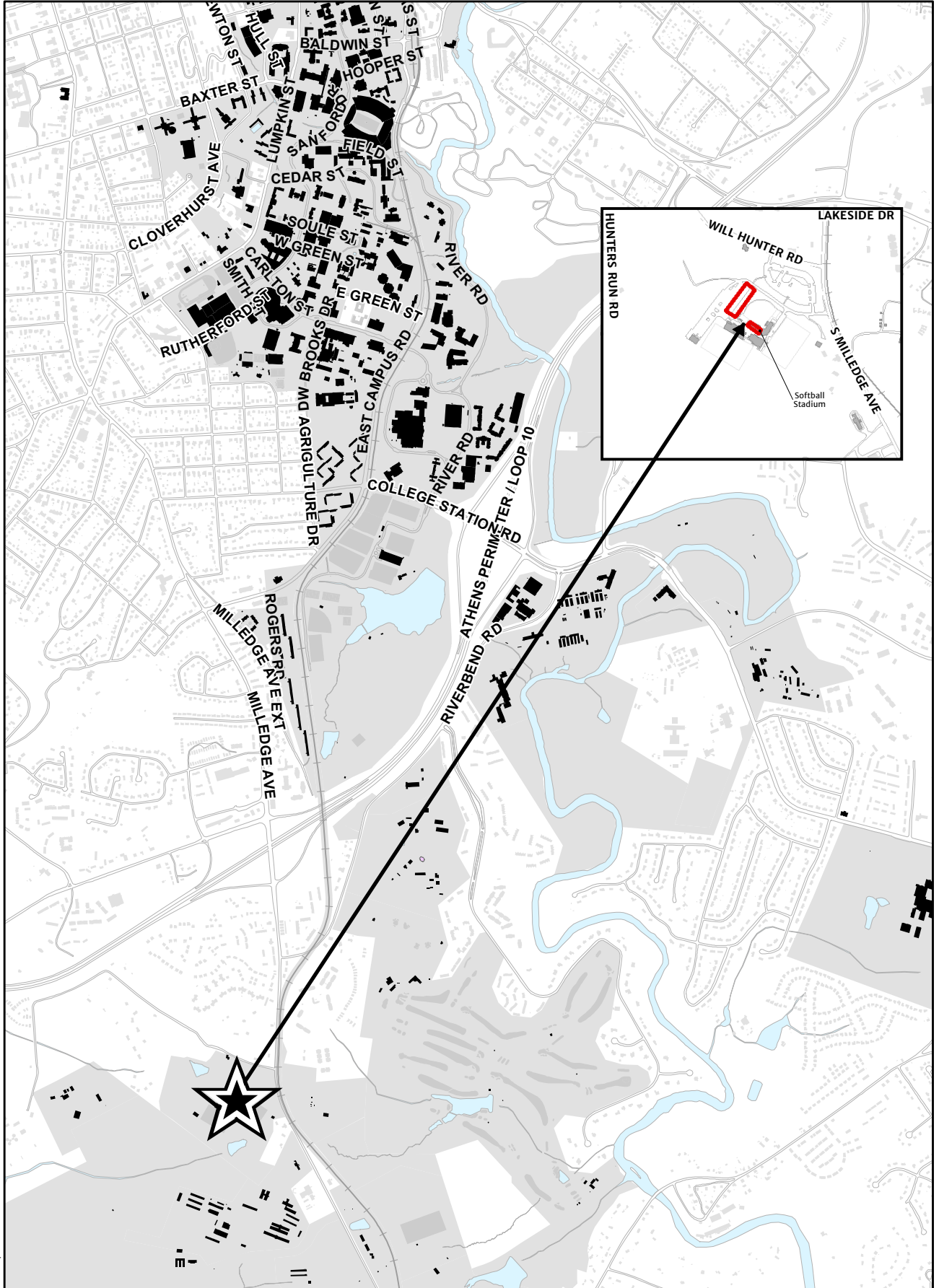
The Project would occur within the existing area leased to UGAA. An enabling project to upgrade the sanitary sewer connections to the Stadium may require the execution of a site license or right of entry agreement.

The estimated construction cost for this Project is \$24,550,000. The Project is consistent with UGA’s master plan.

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



Softball Improvements OUA-22-068



9. Authorization of Project No. BR-10-2306, Baseball Stadium Expansion and Renovation, University of Georgia

Recommended: That the Board authorize Project No. BR-10-2306, Baseball Stadium Expansion and Renovation, University of Georgia (“UGA”), with a total project budget of \$45,000,000 to be funded with UGA Athletic Association (“UGAA”) reserve funds and private donations.

Recommended further: That the Board authorize the Real Estate and Facilities staff, in consultation with Legal Affairs staff, to execute an amendment to the UGA-UGAA lease that would add ground space needed to accommodate the planned stadium expansion.

Understandings: Located adjacent to Butts-Mehre Heritage Hall on UGA’s Athens campus, Foley Field (the “Stadium”) houses the men’s varsity baseball team. It was constructed in 1990 and upgraded and expanded in 2015.

UGA proposes to renovate a portion of the Stadium and construct an addition totaling approximately 41,000 square feet along the third base line (the “Project”). The existing players’ locker room would be updated with new graphics, finishes, and lockers, and the meeting room would be renovated to accommodate an increased number of team members. The new space would provide enhanced training areas for student-athletes, including three lanes of batting cages, a two-lane pitching lab, and a players’ lounge and nutrition area. A new office suite for coaches and staff would also be constructed in the addition, enabling their relocation from space in Stegeman Coliseum and providing direct access to the Stadium’s field and player areas.

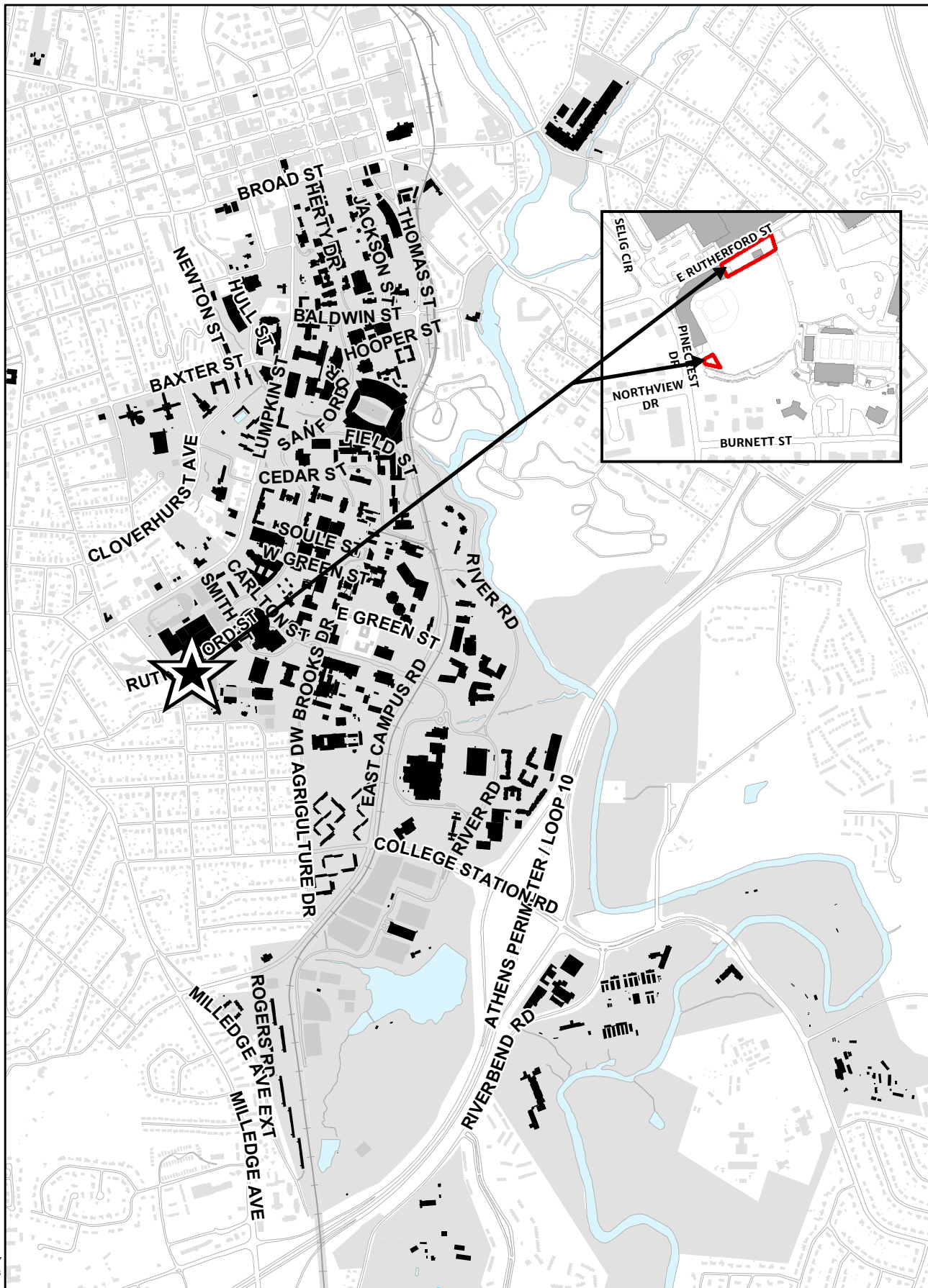
The Project would also add approximately 230 general seats and improved fan amenities, including a new fan entry gate from Rutherford Street, new vertical circulation, and improved access into the Stadium. LED field lights would replace the existing field lighting, and a 1,470-square foot field maintenance building within the footprint of the addition would be demolished and replaced in a different location.

The estimated construction cost for this Project is \$30,900,000. The Project is consistent with UGA’s master plan.

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



Baseball Stadium Expansion and Renovation OUA-22-067



10. Termination of Rental Agreement and Gift of Real Property, Building F, Georgia Gwinnett College

Recommended: That the Board approve an advance rental payment in an amount not to exceed \$4,200,000 to GGC Real Estate Parking I, LLC (the “LLC”) for leased property located at 55 Collins Industrial Way in Lawrenceville, which consists of approximately 2.01 acres of land developed with a multi-storied building totaling approximately 36,862 square feet commonly known Building F (collectively, the “Property”), for the use and benefit of Georgia Gwinnett College (“GGC”).

Recommended further: That the Board acknowledge that the advance rental payment would allow the early termination of the rental agreement (the “Early Termination”) for the Property between the LLC, as Landlord, and the Board of Regents, as Tenant, which is currently scheduled to terminate on June 30, 2032, and the LLC’s gifting of the Property to the Board of Regents.

Recommended further: That the Board approve the acquisition of the Property as a gift from the LLC (the “Gift”).

Understandings: In June 2008, the Board entered into a rental agreement with the LLC for the Property for use as a wellness and recreation center. The Early Termination would eliminate the need to make future rental payments allowing GGC to redirect institutional funding to other student support initiatives and budgetary priorities. Subject to the Board’s approval of the Gift and a determination that there are no significant adverse title or environmental issues, the LLC will transfer the Property to the Board of Regents within 45 days of the Early Termination.

Acquisition of the Property is consistent with GGC’s master plan. There are no known reversions, restrictions, or adverse easements associated with the Property.

Funding for the advance rental payment would be from institution funds.

Termination of Rental Agreement and Gift of Real Property, Building F, Georgia Gwinnett College



11. Termination of Ground Lease and Rental Agreement, Oconee Campus, University of North Georgia

Recommended: That the Board authorize an advance rental payment in an amount not to exceed \$610,536 to GSC Foundation Real Estate Holding Company, LLC (the “Foundation”), a subsidiary of the University of North Georgia Real Estate Foundation, for leased property located at 1201 Bishop Farms Parkway in Watkinsville consisting of Buildings 100, 200, 300 and the original portion of Building 500 (collectively, the “Buildings”) on approximately 14 acres of land (the “Oconee Campus”), for the use and benefit of the University of North Georgia (“UNG”).

Recommended further: That the Board acknowledge that the advance rental payment would allow for the simultaneous early termination of both the ground lease of the Oconee Campus (the “Ground Lease”) from the Board of Regents (“BOR”), as Lessor, and the Foundation, as Lessee, and the rental agreement for the Buildings (the “Rental Agreement”) between the Foundation, as Landlord, and the Board of Regents, as Tenant (collectively, the “Early Termination”).

Understandings: In April 2008, the Board authorized the purchase of the Oconee Campus from UGAREF Gainesville Campus, LLC (“UGAREF”), which had acquired the property from Truett McConnell College in May 2003. In December 2008, UGAREF deeded the Buildings to the Foundation and the parties entered into the Ground Lease. Pursuant to the Board’s prior approval, the Oconee Campus was simultaneously transferred to the BOR for approximately \$1,517,000. The final components of the transaction involved UGAREF’s assignment of the Ground Lease to the BOR and the BOR’s lease of the Buildings from the Foundation via the Rental Agreement.

In September 2015, the Board agreed to an amendment of the Rental Agreement that established a rental schedule with base monthly rental payment of \$50,878 concluding with a final payment on December 15, 2023. The Early Termination would eliminate the need to make future rental payments allowing UNG to redirect institutional funding to other student support initiatives and budgetary priorities. The action would also result in the Board of Regents’ immediate ownership of the Buildings.

Funding for the advance rental payment is sourced from institution funds.

Termination of Ground Lease and Rental Agreement, Oconee Campus, University of North Georgia



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COMMITTEE OF THE WHOLE: ACADEMIC AFFAIRS

April 19, 2023

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I. Post Tenure Review Policy**Revision to Subsection 8.3.5.4 Post-Tenure Review and Subsection 8.3.9.1 Grounds for Removal**

Recommended: That the Board approve the request of Chief Academic Officer and Executive Vice Chancellor Dr. Ashwani Monga, to revise Board Policy Subsection 8.3.5.4 Post Tenure Review and, complementing this change, revise Board Policy Subsection 8.3.9.1 Grounds for Removal so that the two Board policies are in alignment, effective April 19, 2023.

Abstract: In consultation with the USG Faculty Council, USG has determined there is a need to further distinguish, and make self-sufficient, two Board policies: 8.3.5.4 and 8.3.9.1. Policy 8.3.5.4 stipulates that an unsuccessful outcome of a post-tenure review process could lead to a variety of remedial actions. One of those actions is separation from employment, for which the current post-tenure policy does not provide for a final faculty hearing as is provided for separation of employment in 8.3.9 Discipline and Removal of Faculty Members. While a final faculty hearing seems redundant for post-tenure review outcomes given the extensive steps already incorporated into the post-tenure review process, adding such a hearing would better align a separation of employment based on post-tenure review with a separation of employment based on other reasons. The recommendation is to allow an expeditious faculty hearing to evaluate due process, and one that is not binding on the President, at the final stage of the post-tenure review process. This would make policy 8.3.5.4 self-sufficient for separation of employment cases that are based on a post-tenure review. Consequently, to provide a clear distinction, 8.3.9.1 Grounds for Removal would be changed to explicitly state that 8.3.9.1 applies only to those cases that are not identified as part of the post-tenure review process.

An additional change in the post-tenure review policy is a clarification of what happens when the department chair and dean do not agree on an assessment. The new language notes that, in this circumstance, the provost will make the final assessment.

Current Policy Language**8.3.5.4 Post-Tenure Review**

The post-tenure review process shall support the further career development of tenured faculty members as well as ensure accountability and continued strong performance from faculty members after they have achieved tenure.

Each tenured faculty member shall participate in a post-tenure review within five years following the award of tenure and again at least once every five years thereafter. The first post-tenure review shall assess the tenured faculty member's performance since the award of tenure, and subsequent post-tenure reviews shall assess the performance since the most recent post-tenure review.

A tenured faculty member may voluntarily choose to participate in a post-tenure review sooner than five years. If this voluntary review is successful, then the faculty member's next scheduled

post-tenure review will take place five years after this voluntary review. In addition, a tenured faculty member whose performance is evaluated as unsatisfactory or not meeting expectations – whether overall or in any particular area – in an annual review process will be provided with a remediation plan. If the faculty member’s performance is evaluated as unsatisfactory or not meeting expectations – overall or in a particular area – again the next year, the faculty member shall then undergo a corrective post-tenure review. That review will not alter the timing of the faculty member’s regularly scheduled five-year post-tenure review thereafter.

Each tenure-granting institution must create its own specific policies for implementing this post-tenure review policy. Each institution’s policies shall be developed in consultation with the institution’s faculty and shall include appropriate due-process mechanisms. Institutions will have flexibility in their implementation to create a process appropriate to the campus context. Prior to implementation, institutions must submit policies and evaluation criteria to the Chancellor or the Chancellor’s designee(s) for approval. The Chancellor or the Chancellor’s designee(s) will provide institutions with more specific guidelines for their post-tenure review policies and procedures.

Consistent with those guidelines and institutional policies, post-tenure review 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. The post-tenure review will also incorporate findings from the faculty member’s annual reviews from the years since the last post-tenure review. The faculty member shall provide review materials and additional information, as provided for in the institution’s guidelines, to aid the review process.

The post-tenure review will include, at a minimum, feedback from the faculty member’s department chair and a committee of faculty colleagues. The results of the post-tenure review shall be conveyed to the faculty member. The results of the post-tenure review shall be considered in subsequent decisions on promotion, merit pay, and other rewards.

If the results of the post-tenure review are unfavorable, then a performance improvement plan shall be created by the applicable department chair and dean in consultation with the faculty member. The necessary elements of such performance improvement plans will be described in the guidelines provided by the Chancellor or the Chancellor’s designee(s) as well as in each institution’s post-tenure review policies.

If the faculty member successfully completes the performance improvement plan, then the faculty member’s next post-tenure review will take place on the regular five-year schedule. If the faculty member fails to make sufficient progress in performance as outlined in the performance improvement plan (or refuses to engage reasonably in the process) as determined by the department chair and dean after considering feedback from the committee of faculty colleagues, then the institution shall take appropriate remedial action corresponding to the seriousness and nature of the faculty member’s deficiencies. The President will make the final determination on behalf of the institution regarding appropriate remedial action. An aggrieved faculty member may seek discretionary review of the institution’s final decision pursuant to the Board Policy on Applications for Discretionary Review.

Remedial actions may include, but are not necessarily limited to, suspension of pay, salary reduction, revocation of tenure, and separation from employment. The institution must give the

faculty member notice of the possibility of such remedial actions when the performance improvement plan begins. The determined remedial action will be imposed in accordance with the guidelines provided by the Chancellor or the Chancellor's designee(s) as well as the institution's post-tenure review policies. The institution's imposition of such remedial action will not be governed by or subject to the Board Policy on Grounds for Removal or Procedures for Dismissal.

Each institution shall also develop and implement procedures to conduct post-tenure reviews with tenured faculty members who hold administrative positions. These procedures shall address the distinctive nature of administrators' work and leadership roles, include constituent feedback, and reflect that tenure is held in faculty positions not in administrative positions. Each institution shall compile and submit an annual report on post-tenure review activity to the Chancellor or the Chancellor's designee(s).

8.3.9.1 Grounds for Removal

A tenured or non-tenured faculty member may be dismissed before the end of his or her contract term for any of the following reasons, provided that the institution has complied with procedural due process requirements:

1. Conviction or admission of guilt of a felony or of a crime involving moral turpitude during the period of employment or prior thereto if the conviction or admission of guilt was willfully concealed;
2. Professional incompetency, neglect of duty, or default of academic integrity in teaching, research, or scholarship;
3. Unlawful manufacture, distribution, sale, use, or possession of marijuana, a controlled substance, or other drugs as defined by applicable laws; teaching or working under the influence of alcohol or illegal or dangerous drugs, which interferes with the faculty member's performance of duties or responsibilities to the institution or his or her profession;
4. Conviction or admission of guilt in a court proceeding of any criminal drug offense;
5. Physical or mental incompetency as determined by law or by a medical board of three or more licensed physicians and reviewed by a committee of the faculty;
6. False swearing with respect to official documents or statements filed with or given to the institution;
7. Disruption of any teaching, research, administrative, disciplinary, public service, or other authorized activity;
8. Violation of Board of Regents' policies; and,
9. Other grounds for dismissal as may be specified in the institution statutes of the institution, which may supplement the Board of Regents' policies governing causes and procedures for dismissal.

Each institution should provide for standards governing faculty conduct, including sanctions short of dismissal and procedures for implementing such sanctions. In imposing sanctions, the burden of proof lies with the institution.

Edited Policy Language**8.3.5.4 Post-Tenure Review**

The post-tenure review process shall support the further career development of tenured faculty members as well as ensure accountability and continued strong performance from faculty members after they have achieved tenure.

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A tenured faculty member may voluntarily choose to participate in a post-tenure review sooner than five years. If this voluntary review is successful, then the faculty member's next scheduled post-tenure review will take place five years after this voluntary review. In addition, a tenured faculty member whose performance is evaluated as unsatisfactory or not meeting expectations – whether overall or in any particular area – in an annual review process will be provided with a remediation plan. If the faculty member's performance is evaluated as unsatisfactory or not meeting expectations – overall or in a particular area – again the next year, the faculty member shall then undergo a corrective post-tenure review. That review will not alter the timing of the faculty member's regularly scheduled five-year post-tenure review thereafter.

Each tenure-granting institution must create its own specific policies for implementing this post-tenure review policy. Each institution's policies shall be developed in consultation with the institution's faculty and shall include appropriate due-process mechanisms. Institutions will have flexibility in their implementation to create a process appropriate to the campus context. Prior to implementation, institutions must submit policies and evaluation criteria to the Chancellor or the Chancellor's designee(s) for approval. The Chancellor or the Chancellor's designee(s) will provide institutions with more specific guidelines for their post-tenure review policies and procedures.

Consistent with those guidelines and institutional policies, post-tenure review 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. The post-tenure review will also incorporate findings from the faculty member's annual reviews from the years since the last post-tenure review. The faculty member shall provide review materials and additional information, as provided for in the institution's guidelines, to aid the review process.

The post-tenure review will include, at a minimum, feedback from the faculty member's department chair and a committee of faculty colleagues. The results of the post-tenure review shall be conveyed to the faculty member. The results of the post-tenure review shall be considered in subsequent decisions on promotion, merit pay, and other rewards.

If the results of the post-tenure review are unfavorable, then a performance improvement plan shall be created by the applicable department chair and dean in consultation with the faculty member. The necessary elements of such performance improvement plans will be described in

the guidelines provided by the Chancellor or the Chancellor's designee(s) as well as in each institution's post-tenure review policies.

If the faculty member successfully completes the performance improvement plan, then the faculty member's next post-tenure review will take place on the regular five-year schedule. If the faculty member fails to make sufficient progress in performance as outlined in the performance improvement plan (or refuses to engage reasonably in the process) as determined by the department chair and dean after considering feedback from the committee of faculty colleagues, then the institution shall take appropriate remedial action corresponding to the seriousness and nature of the faculty member's deficiencies. **If the department chair and the dean do not agree on their assessment of sufficient progress in performance, the provost will make the final assessment.** The President will make the final determination on behalf of the institution regarding appropriate remedial action. An aggrieved faculty member may seek discretionary review of the institution's final decision pursuant to the Board Policy on Applications for Discretionary Review.

Remedial actions may include, but are not necessarily limited to, suspension of pay, salary reduction, revocation of tenure, and separation from employment. The institution must give the faculty member notice of the possibility of such remedial actions when the performance improvement plan begins. The determined remedial action will be imposed in accordance with the guidelines provided by the Chancellor or the Chancellor's designee(s) as well as the institution's post-tenure review policies. The institution's imposition of such remedial action will not be governed by or subject to the Board Policy on Grounds for Removal or Procedures for Dismissal. **However, if the remedial action is separation from employment, the faculty member has the right to request a final faculty hearing for the purpose of confirming that due process was followed in reaching the decision of separation of employment. The outcome of the faculty hearing will not be binding, but only advisory to the President who will make the final decision. The procedures of this final faculty hearing will be governed by the procedures found in Post-Tenure Review in the Academic & Student Affairs Handbook.**

Each institution shall also develop and implement procedures to conduct post-tenure reviews with tenured faculty members who hold administrative positions. These procedures shall address the distinctive nature of administrators' work and leadership roles, include constituent feedback, and reflect that tenure is held in faculty positions not in administrative positions. Each institution shall compile and submit an annual report on post-tenure review activity to the Chancellor or the Chancellor's designee(s).

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2. ~~Professional incompetency, neglect of duty, or default of academic integrity in teaching, research, or scholarship;~~ **Professional incompetency and neglect of duty that are not identified as part of the post-tenure review process, or default of academic integrity in teaching, research, or scholarship;**
3. Unlawful manufacture, distribution, sale, use, or possession of marijuana, a controlled substance, or other drugs as defined by applicable laws; teaching or working under the influence of alcohol or illegal or dangerous drugs, which interferes with the faculty member's performance of duties or responsibilities to the institution or his or her profession;
4. Conviction or admission of guilt in a court proceeding of any criminal drug offense;
5. Physical or mental incompetency as determined by law or by a medical board of three or more licensed physicians and reviewed by a committee of the faculty;
6. False swearing with respect to official documents or statements filed with or given to the institution;
7. Disruption of any teaching, research, administrative, disciplinary, public service, or other authorized activity;
8. Violation of Board of Regents' policies; and,
9. Other grounds for dismissal as may be specified in the institution statutes of the institution, which may supplement the Board of Regents' policies governing causes and procedures for dismissal.

Each institution should provide for standards governing faculty conduct, including sanctions short of dismissal and procedures for implementing such sanctions. In imposing sanctions, the burden of proof lies with the institution.

Proposed New Policy Language

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2. Professional incompetency and neglect of duty that are not identified as part of the post-tenure review process, or default of academic integrity in teaching, research, or scholarship;
3. Unlawful manufacture, distribution, sale, use, or possession of marijuana, a controlled substance, or other drugs as defined by applicable laws; teaching or working under the influence of alcohol or illegal or dangerous drugs, which interferes with the faculty member's performance of duties or responsibilities to the institution or his or her profession;
4. Conviction or admission of guilt in a court proceeding of any criminal drug offense;
5. Physical or mental incompetency as determined by law or by a medical board of three or more licensed physicians and reviewed by a committee of the faculty;
6. False swearing with respect to official documents or statements filed with or given to the institution;
7. Disruption of any teaching, research, administrative, disciplinary, public service, or other authorized activity;
8. Violation of Board of Regents' policies; and,
9. Other grounds for dismissal as may be specified in the institution statutes of the institution, which may supplement the Board of Regents' policies governing causes and procedures for dismissal.

Each institution should provide for standards governing faculty conduct, including sanctions short of dismissal and procedures for implementing such sanctions. In imposing sanctions, the burden of proof lies with the institution.

II. Extension of University System of Georgia Test Optional Waiver

Recommended: That the Board approve the request of Chancellor Sonny Perdue to continue to waive SAT/ACT scores for admissions into the majority of USG schools through academic year 2024-2025, effective April 19, 2023.

Abstract: In August 2020, the USG approved the temporary adjustment of admission requirements for USG institutions due to uncertainty about the availability of SAT/ACT testing during the COVID-19 pandemic. USG made the decision after monitoring testing availability during the spring and summer, when multiple test date cancellations prevented thousands of students from having access to a testing opportunity.

The temporary adjustment allowed students to apply for admission without submitting SAT or ACT scores at state colleges, state universities, comprehensive universities and research universities in the USG for the Spring, Summer and Fall 2021 semesters. Students that had SAT/ACT scores could still submit them.

In March 2022, the USG extended the temporary waiver for fall 2022 through summer 2024, and the Chancellor requests that the BOR extend this waiver through academic year 2024-2025.

III. Academic Programs

New Program Requests

1. Establishment of a Bachelor of Science with a Major in Neuroscience, Augusta University

Recommended: That the Board approve the request from President Brooks Keel that Augusta University ("AU") be authorized to establish a Bachelor of Science with a major in Neuroscience effective April 19, 2023.

Degree Name/CIP Definition

Establishment of a Bachelor of Science with a Major in Neuroscience (26.1501): A program that focuses on the interdisciplinary scientific study of the molecular, structural, physiologic, cognitive, and behavioral aspects of the brain and nervous system. Includes instruction in molecular and cellular neuroscience, brain science, anatomy and physiology of the central nervous system, molecular and biochemical bases of information processing, behavioral neuroscience, biology of neuropsychiatric disorders, and applications to the clinical sciences and biomedical engineering.

System and Institutional Context

System Wide/Strategic Plan Context (within mission fit):

This degree aligns with several aspects of the University System of Georgia Strategic Plan (USGSP) 2024. USGSP Goal 1 (Student Success) includes an objective to “equip our students with essential skills such as critical thinking, problem solving, communication, and collaboration that are necessary for success in work and life.” Augusta University with the Medical College of Georgia works to advance the research mission of the USG with the ultimate objective of advancing the health of Georgians. This undergraduate degree program will function as a training ground for introducing undergraduate students to neuroscience research to prepare them for graduate programs and careers in the discipline.

Institutional Mission Fit:

The BS with a major in Neuroscience clearly aligns with AU’s avowed vision to be a “top tier university that is a destination of choice for education, health care, discovery, creativity and innovation” and its mission “to provide excellence in teaching, discovery, clinical care, and service as a student-centered comprehensive research university and academic health center with a wide range of programs...” Housed in the College of Science and Mathematics, situated in close proximity to the Medical College of Georgia, with its medically focused research portfolio, this program will immerse students in a rich medical research environment and expose them to a robust set of opportunities to increase their knowledge base in the field of neuroscience and neuroscientific research.

Need/Workforce Context

This program was designed around an interdisciplinary set of required courses and electives that will prepare students for a variety of careers. Students who aspire to a career in medicine can

choose courses toward this major that are also required for acceptance to medical school or as preparation for a PhD in Psychology. This degree allows for sufficient research training that a student will be well prepared to pursue a PhD in neuroscience. Students completing this degree with the right guidance will be prepared to enter the workforce upon graduation. All of these opportunities align with the local, regional and state talent demand or workforce strategies.

Locally, Augusta University has a Transdisciplinary Research Initiative in Inflammaging and Brain Aging (TRIBA), which contains a \$15 million investment over three years, including recruitment of 15-20 new faculty members This provides an opportunity for students to conduct research in support of TRIBA, and it provides opportunities for researchers to recruit the next generation of neuroscientists from the program, fulfilling a need for highly trained recruits and providing jobs for students in the local area.

According to our internally engaged labor markets data system, PES+ Markets by Gray Associates, search volumes for programs such as this in the state is very high. Demand for students with the skill set associated with this program is also high within the state of Georgia. Additionally, job postings for programs with the program associated SOC code are encouraging.

Sample Occupations:

- Natural Sciences Managers
- Biological Scientists
- Biological Technicians
- Biological Science Teachers, Postsecondary

Labor Market/Career Placement Outlook/Salary:

Occupation	O*Net ¹	Current Employment	% Growth	Average Salary (O-Net data)	Experienced Salary (O-Net data)
*Natural Sciences Managers 11-9121	Bright	1,190	6.2%	\$122,350	\$208,00
Biological Scientists, All Other 19-1029	Positive growth	1,090	3.9%	\$77,190	\$106,120
Biological Technicians 19-4021	Bright	1,830	8.0%	\$46,180	\$63,590
Biological Science Teachers, Postsecondary 25-1042	Bright	800	13.1%	\$75,960	\$164,150

¹National Center for O*NET Development. *O*NET OnLine*. Retrieved [10-31-22] from <https://www.onetonline.org/>

According to the Georgia Department of Labor, by 2030 the need for graduates in all program-related occupational fields listed in question 24 will have grown. While all related fields will see a marked rise in need, the need for Biological Science Teachers will have risen by 13.1%.

Additionally, this degree program will prepare students interested in neuroscience with the knowledge and skillset to pursue either a MS or PhD program of study in neuroscience or to pursue health-related professional education, such as an MD or DMD – thus fulfilling our mission to provide a rich set of degree programs, particularly those related to the health sciences, leading to advancements in clinical care.

Curriculum

Learning Outcomes, Program Specific Competencies and Knowledge, Skills, and Abilities:

Student learning outcomes include:

SLO 1 Students will be able to describe the structure and function of the nervous system after analyzing it at the molecular, cellular and systems level.

SLO 2 Students will be able to explain how each level (molecular, cellular and systems) contributes to our understanding of behavior.

SLO 3 Students will be able to conduct neuroscience research using up-to-date neuroscience techniques.

SLO 4 Students will be able to communicate neuroscience concepts clearly and effectively both orally and in written communication.

SLO 5 Students will explain the major methods of inquiry and statistical analysis in neuroscience and be able to synthesize and critique information from the neuroscience literature.

Career Competencies:

Tech Skills: – Spreadsheet software, Document management software, Presentation software, Analytical or scientific software, Data base user interface and query software

Knowledge: Administration and Management, Computers and Electronics, – Biology, Chemistry, Mathematics,

Skills: Reading Comprehension, Active Listening, Complex Problem Solving, Critical Thinking

Abilities: Information Ordering, Inductive Reasoning, Deductive Reasoning, Written Comprehension, Written Expression, Oral Expression

Experiential Opportunities (High Impact Practices):

Students will be required to take one undergraduate research course where they will work with a researcher on a project related to neuroscience. The program is designed in a way that any student may take more than one undergraduate research course and receive credit, or they may pursue an Honor's thesis and receive credit for some of those courses provided the thesis is related to neuroscience.

Freshman students will also have the opportunity to be part of a College of Science and Mathematics Living and Learning community. Additionally, sophomores, juniors, and seniors may be offered the opportunity to participate in the learning community; depending on the courses they choose they may experience collaborative assignments and projects.

Assessment Plan:

Students will be assessed through direct measures of the student learning outcomes through: written assignments, exams, undergraduate research and presentations.

Graduates will be tracked after completion of the degree through data provided by the USG. The Associate Dean for Community and Alumni Relations at AU will also survey graduates on career placement immediately after graduation and then periodically over time.

Implementation

Enrollment Forecast:

	Year 1	Year 2	Year 3	Year 4
Fiscal Year (Fall to Summer)	2023-24	2024-25	2026-27	2027-28
Base enrollment ¹		20	44	73
Lost to Attrition (should be negative)		-4	-8	-14
New to the institution	10	13	17	22
Shifted from Other programs within your institution	10	15	25	50
Total Enrollment	20	44	78	131
Graduates	0	0	5	12
Carry forward base enrollment for next year	20	44	73	119

¹Total enrollment for year 1 becomes the base enrollment for year 2

Pipeline:

To arrive at these projections, we first looked at the number of new freshmen and new transfer students who declared majors in the BS in Cell and Molecular Biology, BS in Computer Science, and BS in Cybersecurity Engineering fall 2019 to fall 2022. For graduates, it was predicted that anyone shifting to the BS with a major in Neuroscience in the first year would be unlikely to complete graduation requirements before the 3rd year. Finally, for “New to the Institution,” the last three years of new student enrollment in the BS in Computer Science and Cybersecurity Engineering was used as a guide.

System Picture:

Similar or Related Degrees/Programs	CIP Code	FY 21 Supply ¹ (Graduates/Completers)	Competitor Institutions ²
Bachelor of Science with a major in Neuroscience	26.1501	106	Georgia State University

Bachelor of Science in Neuroscience	26.1501	72	Georgia Institute of Technology
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¹ Supply = Number of programs graduates last year within the study area

² Competitors = List other institutions that offer this program or a similar program in the area

Within the USG, there are two institutions offering a BS with a major in in Neuroscience (Georgia State University and Georgia Institute of Technology) both of which are housed in Atlanta about 150 miles from Augusta University. Neither Georgia State University nor Georgia Institute of Technology have the benefit of being part of the only health science university in Georgia, specifically one which offers a growing TRIBA collaborative with a substantial neuroscience component. The collaboration makes this BS with a major in Neuroscience a unique opportunity for students interested in a health science research perspective, which is supported by a strong cohort of neuroscience researchers with a medical direction to their research.

Marketing Plan:

The AU marketing and recruitment plan for the BS with a major in Neuroscience will adopt the institution’s Like No Other brand launched in 2021. The new program will be A Program Like No Other, with Curriculum Like No Other. Collaboration between the program’s College and AU’s Division of Communications and Marketing is vital to promote equitable education through additional marketing and recruitment plans to successfully build awareness both internally and externally via:

- an AU program press release;
- a program website featuring detailed new program information, program admission requirements, prerequisite information, and a link to the curriculum;
- creation of a one-page infographic, highlighting the career outlooks (e.g., salary, workforce need), new program information, and program admission requirements;
- social media interest via digital platforms;
- faculty participation via AU’s podcast “In the Wild;”
- a diversity promotion plan for the new program via attendance of on-campus minority student group meetings (African Student Association, Asian Students in Augusta, Future Health Occupation Outreach Program, Hispanic Organization of Youth, Minority Association of Pre-Health Students, Multicultural Student Engagement, Muslim Student Association, Persian Student Association);
- attending off-campus career expo events sponsored by the greater Augusta Chamber of Commerce;
- attending off-campus high school recruitment and career events located within the greater Augusta school districts.

Financial Impacts:

Augusta University has committed 3 new faculty lines to support this program, and they will cover new course work as a major part of their responsibility. However, most College of Science and Mathematics (CSM) degrees are designed so new courses can be used as electives in other existing degrees, thus the faculty hired for this program will also be providing elective course

work for many other CSM degrees. By the same token, the new hires will be able to offset the increased course load by teaching some of the currently existing required courses. One of the three new faculty hires will be selected as Program Director and will receive a \$20,000 annual supplement for as long as they serve in this role

Facility Impacts:

There will be no facilities investment necessary during the first 4 years of the program. AU has recently opened a science focused building which will accommodate any space needs associated with the program.

Technology Impacts:

The majority of the equipment and technology needed to teach is already present in those labs. AU will be buying 12 new laptops and 6 Biopac-student-labs-psychophysiology-neuroscience sets that will allow students to perform 28 exercises related to the neuroscience field.

2. **Establishment of a Bachelor of Science in Data Science and Analytics, Kennesaw State University**

Recommended: That the Board approve the request from President Kathy Schwaig that Kennesaw State University ("KSU") be authorized to establish a Bachelor of Science in Data Science and Analytics ("BSDSA") effective April 19, 2023.

Degree Name/CIP Definition

Establishment of a Bachelor of Science in Data Science and Analytics (30.7001): A program that focuses on the analysis of large scale data sources from the interdisciplinary perspectives of applied statistics, computer science, data storage, data representation, data modeling, mathematics, and statistics. Includes instruction in computer algorithms, computer programming, data management, data mining, information policy, information retrieval, mathematical modeling, quantitative analysis, statistics, trend spotting, and visual analytics.

System and Institutional Context

System Wide/Strategic Plan Context (within mission fit):

The proposed BS in Data Science and Analytics (BSDSA) degree aligns with the USG's strategic plan goal 3, Economic Competitiveness, and goal 4, Community Impact, and with the Governor of Georgia's priority to develop a skilled workforce to meet current and future needs across the industry spectrum. In addition, this degree aligns with Cobb County, the Metro-Atlanta region, and state of Georgia workforce demand and talent recruitment strategies. BS in Data Science and

Institutional Mission Fit:

Kennesaw State University's primary mission is as a research-driven, student-centered, comprehensive university. Of special note in the mission of a comprehensive university is to allow for "particularly outstanding programs or distinctive characteristics that have a magnet effect even beyond the region," which the School of Data Science and Analytics (SDSA) was created to achieve. In 2015, KSU made an innovative move in creating the first PhD in Analytics and Data Science in the USG and deepened that commitment in 2020 by forming the SDSA. The BS in Data Science and Analytics, although rooted in a disciplinary core, will continue to be a program that draws on expertise from across the university and from outside the university, through key partnerships with companies, organizations, and other USG initiatives. The BS degree will provide a central platform to engage with a larger number of students and fulfill a strong and growing need for well-prepared graduates in data analytics, data engineering, research methods and project management, and business analytics.

Need/Workforce Context

At the local level, both the Cobb County Government (2040 Comprehensive Plan) and SelectCobb (2021 Cobb Workforce Partnership Study) stress the need for dynamic data management and usage. In the case of the County government, these needs are stressed in land-use, permitting, transportation planning, public transit, and population and workforce projections. In the County's

private sector workforce, two key industries identified by SelectCobb are a) Logistics & Supply Chain Management and b) Technology and Communications . In the case of logistics, SelectCobb identified data analysts as one of the key “high demand occupations” and data analysis as a key “high demand skill” to maintain and grow the industry as a key component of the County’s economic vibrancy. In the case of technology and communications, SelectCobb identified 92 businesses within Cobb County with a primary function of “data processing, hosting, and related services,” accounting for over 1,100 jobs.

At the regional level, the Atlanta Regional Commission (“ARC”) had identified several key long-term needs that will be best addressed by data-driven decision-making. The proposed BSDSA will equip graduates to constructively address these key issues identified in the ARC’s CATLYST Regional Economic Competitiveness Strategy. Among those key needs identified by ARC are a) data-driven approaches toward increasing the availability of quality housing in the region; b) producing open and accessible data to encourage civic participation; and c) employing advanced analytical skills to better understand educational performance and outcomes among the region’s 5M+ population.

This projected growth in the demand for data science and analytics-oriented careers will be pronounced in metro Atlanta (Region 3) and northwest Georgia (Region 1). According to Lightcast (formerly Burning Glass), the number of Data Analyst, Data Engineer, and Data Scientist jobs in Georgia increased by more than 120% from 4,345 to 9,585 between Sep. 01, 2021 and Aug. 31, 2022. During this same period in 2021, the USG awarded 412 degrees which is less than 5% of the employer demand in our state. The projected job growth by 2031 for Data Scientist (+35.8%), Statistician (+32.7%), and Information Research Scientist (+21.3%) positions are 4 to 6 times higher than the overall nationwide growth in all employment sectors (+5.3%) (BLS projection). The Governor’s Office of Planning and Budget projects the 2040 population growth in metro Atlanta/Region 3 (+20.6%) and northwest Georgia/Region 1 (+15.7%) will outpace most other regions in the state. Consequently, the economies of these regions will become more dynamic and the demand for data-driven industry decision-making will become more evident.

Sample Occupations:

- Data Scientists
- Computer and Information Research Scientists
- Statisticians

Labor Market/Career Placement Outlook/Salary:

Occupation	O*Net ¹	Current Employment (2020)	% Growth (2020-2030)	Average Salary (O-Net data)	Experienced Salary (O-Net data)
Data Scientists	Bright Outlook	63,200	31% Much faster than average	\$100,620 (GA) \$100,910 (US)	\$162,280 (GA) \$167,040 (US)

Computer and Information Research Scientists	Bright Outlook	33,000	Much faster than average (15% or higher)	\$79,810 (GA) \$131,490 (US)	123,390 (GA) \$208,000+ (US)
Statisticians	Bright Outlook	42,000	Much faster than average (15% or higher)	\$106,120 (GA) \$95,570 (US)	\$149,120 (GA) \$157,300 (US)

¹National Center for O*NET Development. *O*NET OnLine*. Retrieved [10-31-22] from <https://www.onetonline.org/>

This projected growth in the demand for data science and analytics-oriented careers will be pronounced in metro Atlanta (Region 3) and northwest Georgia (Region 1). According to Lightcast, the number of jobs Data Analyst, Data Engineer, and Data Scientist jobs in Georgia increased by more than 120% from 4,345 to 9,585 between Sep. 01, 2021, to Aug. 31, 2022. During this same period, in 2021 USG awarded 412 degrees which is less than 5% of the employer demand in our state. When compared to the 5.3% overall nationwide growth in all employment sectors by 2031 (BLS projection), the projected growth in Data Scientist (+35.8%), Statistician (+32.7%), and Information Research Scientist (+21.3%) positions demonstrates the increasing demand of these positions nationally. The Governor’s Office of Planning and Budget (OPB) projected 2040 population growth in metro Atlanta/Region 3 (+20.6%) and northwest Georgia/Region 1 (+15.7%) outpaces most other regions in the state. Consequently, the economies of these regions will become more dynamic and the demand for data-driven industry decision-making will become more evident.

Curriculum

Learning Outcomes, Program Specific Competencies and Knowledge, Skills, and Abilities:

Student learning outcomes include:

SLO 1 - Students will be able to write code to perform data analytics using various statistical programming languages.

SLO 2 - Data Analysis and Visualization: Students will be able to apply fundamental statistical and analytical methods and techniques to mine and visualize data for patterns and relationships.

SLO 3 Students will be able to obtain, clean, process, and transform data for analysis utilizing legacy and modern modeling approaches.

SLO 4 - Students will apply the data science lifecycle steps to identify, build, and evaluate appropriate models for a variety of data science tasks.

SLO 5 - Students will be able to interpret and effectively communicate decisions made, approaches used and results to clients in a professional manner.

SLO 6 - Students will be able to identify and analyze social, legal, and ethical issues relating to the use of data, models, and algorithms.

Career Competencies:

Computing competencies

- Analysis and Presentation (AP)
- Artificial Intelligence (AI)
- Big Data Systems (BDS)
- Computing and Computer Fundamentals (CCF)
- Data Acquisition, Management, and Governance (DG)
- Data Mining (DM)
- Data Privacy, Security, Integrity, and Analysis for Security (DP)
- Machine Learning (ML)
- Professionalism (PR)
- Programming, Data Structures, and Algorithms (PDA)
- Software Development and Maintenance (SDM)

Abilities

- Work with legacy and modern models
- Support the entire data science lifecycle
- Engage and collaborate with clients

Knowledge

- Evaluate data sources
- Evaluating data quality
- Data and data management

Skills

- Problem solving
- Explain approaches

Experiential Opportunities (High Impact Practices):

Students will have the option of either an internship (DATA 3396, CSE 4983), cooperative study (DATA 3398), or Capstone Course (DATA 4990) course as part of their experience in year 3 or 4. These will also serve as service learning, community-based learning, or capstone courses/project opportunities. Students in the minor program have worked at employers like Equifax, Centers for Disease Control and Prevention, and other industry partners. In our MS and PhD programs we have industry sponsored courses each semester that allow students to work on faculty-led and partner provided research projects. Students are often recruited by these partners for jobs after the course. We plan to offer similar courses for our undergraduate students.

Students will have several opportunities to engage in service and community-based learning through our Special Topics Course (DATA 4490), Applied Binary Classification (DATA 4330), and Capstone Course (DATA 4990). In past years, existing courses have included working with industry partners who provide real data sets and problem statements and allow teams of students to solve problems and present their solutions. These courses also provide opportunities for

collaborative projects and assignments because the students work in teams. These courses take place primarily in years 3 and 4.

Students will have several avenues to work on undergraduate research. Each semester we host Analytics Day, which is a showcase and competition of student research posters, with cash prizes awarded by corporate sponsors. Faculty in 3000 and 4000 level courses often require students in the minor to submit a poster as part of the class. These courses have included Clinical Trial Design, Programming in R, Applied Regression Analysis, Statistical Data Mining, and Applied Binary Classification. Students working with faculty in research labs, like the Human Studies Lab and Care Informatics Lab, collaborate with faculty on research projects through courses like Analysis of Human Studies, Directed Study, and Special Topics. In addition to submitting posters for Analytics Day, lab students have also been co-authors on research posters and papers presented at academic conferences. Students may engage in Analytics projects as early as their first year and can continue to submit each semester until they graduate. Other research experiences are more likely to occur in years 3 and 4.

Assessment Plan:

KSU’s “Assessment of Learning” process, monitored by the office of Curriculum, Instruction, and Assessment, will assess and continuously improve courses and meet the student learning outcomes, program outcomes, and student success outcomes. This involves specifically choosing at least 2 of the program’s student learning outcomes and a student success outcome to focus on for continuous improvement during a 3-year cycle, collecting yearly data for 2 measures (direct and indirect) of each outcome, and using the data collected to implement strategies to improve student learning and student success. After each 3-year assessment cycle, a new set of student learning outcomes to focus on for continuous improvement will be selected.

The College of Computing and Software Engineering (where Data Science and Analytics will be housed) utilizes an assessment system based on ABET accreditation standards. Some existing Data Science and Analytics programs are undergoing a pilot ABET project, thus the program is developing an assessment plan that aligns with these processes. Learning outcomes will be assessed using: Faculty Course Assessment Reports (FCARs), Senior Surveys/Exit Interviews, Capstone Evaluations, and Curriculum Groups.

Implementation

Enrollment Forecast:

	Year 1	Year 2	Year 3	Year 4
Fiscal Year (Fall to Summer)	2023-24	2024-25	2025-26	2026-27
Base enrollment ¹		20	68	100
Lost to Attrition (should be negative)		-2	-6	-9
New to the institution	0	25	30	30
Shifted from Other programs within your institution	20	25	20	20

Total Enrollment	20	68	112	141
Graduates	0	0	12	28
Carry forward base enrollment for next year	20	68	100	113

¹Total enrollment for year 1 becomes the base enrollment for year 2

Pipeline:

In comparing degree options across KSU, several programs informed the estimates. Enrollment in the current minor in Data Science and Analytics has ranged between 100-150 students for over 10 years. Bachelor degree enrollment within the College of Computing and Software Engineering at KSU is currently 3,817 majors, which is an increase of 1,100 students since 2016. This program is projecting a conservative estimate of enrollment. Currently Computer Science has 1,956 majors, Information Technology has 688, Software Engineering has 552 majors, and there are approximately 800 cybersecurity majors. Beyond KSU, comparable programs at other institutions in the southeastern U.S. were also investigated. Although most programs are still relatively new (median age = 2 years), demand for trained data scientists and higher enrollment in computing related disciplines means there is likely a strong student demand. If Data Science and Analytics only made up 10% of the current CCSE majors, it would have 190 students. These initial projections reflect a slow growth rate during the first few years of the program to allow for the implementation of some important program infrastructure. We estimate the attrition at about 10% for the first few years, we believe that since this is new program in a new discipline students may not know what to expect from the curriculum.

System Picture:

Similar or Related Degrees/Programs*	CIP Code	Supply (Graduates/Completers)	Competitor Institutions
Bachelor of Science with a Major in Data Science	30300101	5	University of Georgia (launched Spring 2019)
Bachelor of Science with a Major in Data Science	30300100	0	Georgia State University (launched Spring 2021)
Bachelor of Science with a Major in Data Science	30700100	0	College of Coastal Georgia (launched Spring 2020)
Bachelor of Science with a Major in Data Science	30300100	0	Georgia College & State University (launched Fall 2022)
Bachelor of Science with a Major in Data Science	30710101	0	Savannah State University (launched Fall 2022)

Bachelor of Business Administration with a Major in Data Intelligence and Business Analytics	30710200	1	University of West Georgia (Spring 2021)
Bachelor of Science in Information Technology with a concentration in Data Science	11010301	4	Georgia Southern University

¹ Supply = Number of programs graduates last year within the study area

² Competitors = List other institutions that offer this program or a similar program in the area

These are all new programs, only having launched in the last 3 years, most in this academic year. The proposed program will complement existing Data Science programs in Georgia and will help to satisfy the existing and projected high demand for Data Scientists, Data Analysts, and Data Engineers based on the USG Data Science Demand Analysis. The addition of this program will not negatively impact the existing programs at KSU or other USG Institutions.

Marketing Plan:

Marketing and recruitment for the proposed Bachelor of Science in Data Science and Analytics will focus on the workforce needs in the greater Atlanta area and the State of Georgia, the practical experiences built into the program, and the flexibility within the program for students to specialize in an area of expertise in which they can apply data science and analytics.

Internally, the faculty will identify and encourage students who are taking general education and service courses offered by the School (STAT 1401, 2332, and DATA 1501) that are interested in and likely to be successful in the program to consider the major. This form of recruitment has worked well for the minor for many years and builds on students’ interests in content areas (e.g., psychology, biomedical sciences, marketing, economics). As such, the School has built in multiple pathways for students taking those courses to enter the major; and created flexibility in Area H to ensure that these courses will count towards their degrees. The faculty will also continue to offer signature campus-wide events, like Analytics Day and our Corporate Spotlight Speaker Series, to demonstrate the direct connection between what students learn and post-graduation opportunities.

The College of Computing and Software Engineering will work with the Strategic Communications team at KSU and engage its internal marketing group to outline a marketing and recruitment plan. Efforts will include

- develop an interactive website with the ability to sign up for virtual information sessions
- use KSU-based digital promotional options such as internal TV and digital boards located on interstates in the Atlanta metro area
- utilize digital channels and social media outlets
- develop a schedule for periodic virtual information sessions
- make a press release announcing the program
- pitch email to The Sentinel (KSU student newspaper)
- post a news banner on CCSE index page.
- make promotional videos ending with a bumper and URL for landing page.

- make a postcard for hand out that includes a QR code linking to landing page w/ interest forms.
- TargetX email for new students to be coordinated with Undergraduate Admissions.
- TargetX email for transfer students to be coordinated with Undergraduate Admissions.
- Engage outreach programs in high schools, associate dean of student success will hold steam/stem high school student events, take advantage of several grants that work on computing education where we will showcase for teachers and students.

CCSE plans to allocate a marketing budget of \$20,000 for the program that will entail targeted program promotion with local data science and analytics organizations like Technology Association of Georgia, Data Science Connect, and other local/regional meetings and conferences.

Financial Impacts:

No financial impacts are noted since this is an extension of the established minor and faculty are already teaching in the minor, MS, and PhD programs. However, 4 new faculty lines are being proposed to teach upper division courses in the major as the program grows.

Facility Impacts:

There will be no facilities impact noted except for possible renovation which will come from the general university budget for facilities and maintenance.

Technology Impacts:

There are no technology impacts noted.

3. **Establishment of a Nexus Degree in Digital Entertainment, Esports, and Game Development, University of West Georgia**

Recommended: That the Board approve the request from President Brendan Kelly, that the University of West Georgia (“UWG”) be authorized to establish the Nexus Degree in Digital Entertainment, Esports, and Game Development, effective April 19, 2023.

Degree Name/CIP Code Definition

Nexus Degree in Digital Entertainment, Esports, and Game Development (CIP Code: 50.1001):

A program that prepares individuals to organize and manage various aspects of the visual arts, performing arts, and entertainment media industries. Includes instruction in business and financial management, marketing and fund-raising, labor relations for the arts, event promotion and management, product and artist management, and applicable law.

System-wide and Institutional Context

System Wide/Strategic Plan Context (within mission fit):

The University System of Georgia strategically supports programs that develop expertise in emerging fields that strategically address the needs of the state of Georgia by producing graduates with marketable skills, knowledge, and experience. The Strategic Plan emphasizes the importance of adopting programs that align with industry demands. The proposed nexus degree was developed in partnership with industry leaders to ensure it prepares students who are able to meet workforce demands. This Nexus degree is based on content in digital entertainment, Esports, and game development. The Georgia Film Academy (GFA) launched the specific courses within the proposed Nexus Degree in 2021. The GFA “is a collaboration between the University System of Georgia and the Technical College System of Georgia. GFA has now certified over 10,000 students who were trained on Antman, Thor, Godzilla, Spiderman, Walking Dead, Insatiable, Zombieland 2, The Originals, Ozark – over 100 major Feature film and TV productions. This same approach to workforce development via industry partnerships is now being applied to Digital Media, Gaming and Esports”.

Institutional Fit:

The mission of the University of West Georgia (UWG) is to “enable students, faculty, and staff to realize their full potential through academic engagement, supportive services, professional development, and a caring student-centered community.” This Nexus degree will engage students in a broad range of the industry-related disciplines for academic success. The program will provide professional knowledge and practice through innovative and interdisciplinary focus. For example, industry experts and UWG faculty/staff have already had a major impact throughout the UWG community as it relates to Esports.

Need/Workforce Context

The demand for the workforce equipped with the required applied knowledge for this industry is evidenced by Esports organizations based in Atlanta. For example, [Generation Esports](#) is an

Esports platform organization connecting with middle school students through college in education and real-world job opportunities. [Georgia Film Academy](#) (GFA) has embraced Esports as the Georgia’s multi-billion-dollar entertainment industry in partnership with [Skillshot Media](#). Skillshot Media is an organization in Atlanta for multi Esports platforms, including Esports tournaments, supporting digital entertainment production, community management, brand management, and education. GFA has indicated the need to train Georgians for the high-demand careers in the Esports and video gaming industry throughout the Nexus degree program. Also, Georgia is home to Atlanta Esports Alliance with professional franchised Esports teams, including the Atlanta Reign (Overwatch League), Hawks Talon GC (NBA 2K League), the Atlanta Faze (Call of Duty League), and Ghost gaming (Valorant League). Additionally, "broadly regarded as the Esports capital of the nation, the City of Atlanta annually hosts more than 39,000 gamers and Esports enthusiasts each November for the world’s largest digital festival – DreamHack. The GDEcD estimates that the state will have nearly 12,000 direct and indirect jobs in digital entertainment this year, with an estimated economic impact of \$550 million." ([Georgia Entertainment News, 2020](#)). Georgia has become a winner of Esports growth and Atlanta is being called the nation’s Esports capital ([DeMuth, 2021](#)). According to Asante Bradford, Georgia Department of Economic Development industry engagement manager, there are three reasons for the state’s Esports dominance: 1) the Georgia film tax credit legislation enacted in 2005 that provides incentives for game publishers and broadcasters, 2) the availability of skilled talent, and 3) the quality of life, including the relatively low cost of doing business ([DeMuth, 2021](#)). Skillshot, a leading Esports provider, will provide a 47-acre community centering of Esports at Uptown Atlanta, and the new space will provide classroom and training space for local students ([Esports Insider, 2021](#)).

Sample Occupations:

- Game Development/Video Game Designers
- Game Development/Software Developer
- Game Publishing (Web and Digital Interface Designers)
- Live Production/Film and Video Editors
- Event Management/Entertainment and Recreation

Labor Market/Career Placement Outlook Salary:

Occupation	O*Net ¹	Current Employment	% Growth	Average Salary (O-Net data)	Experienced Salary (O-Net data)
Game Development (<i>Video Game Designers</i>)	15-1255	199,400 (US) 20,940 (GA)	13% 14%	\$79,890 \$77,930	\$168,200 \$126,490
Game Development (<i>Software Developer</i>)	15-1252	1,847,900 (US) 28,170 (GA)	22% 26%	\$120,730 \$117,150	\$168,570 \$163,410

Game Publishing (<i>Web and Digital Interface Designers</i>)	15-1255	199,400 (US) 3,670 (GA)	13% 12%	\$79,890 \$77,930	\$126,490 \$168,200
Live Production (<i>Film and Video Editors</i>)	27-4032	33,000 (US) 1,300 (GA)	33% 45%	\$62,680 \$49,100	\$138,910 \$103,040
Event Management (<i>Entertainment and Recreation Manager</i>)	11-9072	573,000(US) 28,430 (GA)	7% 8%	\$62,000 \$59,740	\$124,120 \$100,450
Broadcast Distribution (<i>Broadcast Technicians</i>)	27-4012	28,400 (US) 1,240 (GA)	11% 15%	\$44,740 \$34,170	\$90,850 \$77,290
On-Air Talent (<i>Broadcast Announcers</i>)	27-3011	30,700 (US) 960 (GA)	10% 2%	\$37, 630 \$36,560	\$155,000 \$152,160

¹National Center for O*NET Development. *O*NET OnLine*. Retrieved from <https://www.onetonline.org/>

Curriculum

Learning Outcomes, Program Specific Competencies and Knowledge, Skills, and Abilities:

Occupation	Occupation specific technology skills and KSAs
15-1255 Web and Digital Interface Designers (including video games)	Technology Skills: <ul style="list-style-type: none"> ● Graphics or photo imaging software ● Data base user interface and query software ● Development environment software Knowledge: <ul style="list-style-type: none"> ● Computers and Electronics ● Communications and Media ● Design Skills: <ul style="list-style-type: none"> ● Programming ● Complex Problem Solving ● Reading Comprehension Abilities: <ul style="list-style-type: none"> ● Originality ● Fluency of Ideas ● Oral Comprehension
15-1252 Software Developers	Technology Skills: <ul style="list-style-type: none"> ● Data base management system software ● Web platform development software ● Development environment software Knowledge: <ul style="list-style-type: none"> ● Computers and Electronics ● Engineering and Technology ● Administration and Management Skills:

	<ul style="list-style-type: none"> ● Time Sharing ● Active Learning ● Systems Analysis <p>Abilities:</p> <ul style="list-style-type: none"> ● Originality ● Fluency of Ideas ● Critical Thinking
<p>27-4032 Film and Video Editors</p>	<p>Technology Skills:</p> <ul style="list-style-type: none"> ● Graphics or photo imaging software ● Web platform development software ● Video creation and editing software <p>Knowledge:</p> <ul style="list-style-type: none"> ● Communications and Media ● Telecommunications ● Computers and Electronics <p>Skills:</p> <ul style="list-style-type: none"> ● Judgment and Decision Making ● Writing ● Critical Thinking <p>Abilities:</p> <ul style="list-style-type: none"> ● Perceptual Speed ● Problem Sensitivity ● Category Flexibility
<p>11-9072 Entertainment and Recreation Managers</p>	<p>Technology Skills:</p> <ul style="list-style-type: none"> ● Cloud-based data access and sharing software ● Project management software ● Enterprise resource planning ERP software <p>Knowledge:</p> <ul style="list-style-type: none"> ● Customer and Personal Service ● Administration and Management ● Computers and Electronics <p>Skills:</p> <ul style="list-style-type: none"> ● Coordination ● Management of Personnel Resources ● Management of Financial Resources <p>Abilities:</p> <ul style="list-style-type: none"> ● Oral Expression ● Written Comprehension ● Oral Comprehension

Career Competencies/Student Learning Outcomes/Assessments:

<p>Career Ready Competencies (<u>NACE</u>)</p>	<p>Student Learning Outcomes</p>	<p>Direct Measure (s)¹</p>
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Critical Thinking/Problem Solving	Applying principles of Esports management and other relevant disciplines to identify solutions.	Students' performance in GFA 1500, 3510, and 3520
Oral/Written Communications	Communicate effectively in a variety of professional contexts.	Students' performance on ENGL 1101 and 1102, and GFA Esports Courses 1500, 3510, and 3520
Teamwork/ Collaboration	Function effectively as a member or leader of a team engaged in activities appropriate to the program's discipline.	Students' performance GFA 1500, 3510, 3520
Digital Technology	Applying principles of Esports management and other relevant disciplines to identify solutions.	Students' performance on GFA 1500, 3510, 3520
Leadership	Recognize professional responsibilities and make informed judgments in Esports practice based on legal and ethical principles.	Students' performance in GFA 1500, 3510, and 3520
Professionalism/ Work Ethic	Communicate effectively in a variety of professional contexts. Function effectively as a member or leader of a team engaged in activities appropriate to the program's discipline. Recognize professional responsibilities and make informed judgments in Esports practice based on legal and ethical principles.	Students' performance in GFA 1500, 3510, and 3520
Career Management	Function effectively as a member or leader of a team engaged in activities appropriate to the program's discipline.	Students' performance in GFA 1500, 3510, and 3520
Global/Intercultural Fluency	Describe the digital entertainment, Esports and game development industry ecosystem, types of companies, and job positions within the industry.	Students' performance in GFA 1500

Experiential Opportunities (High Impact Practices):

As part of the 42 hours of Core, students will take two writing intensive courses (ENGL 1101 and ENGL 1102). Student will also have the opportunity to participate in a first-year seminar and Living Learning Community (UWG Gaming and Esports). In the 18 hours beyond the Core, student will engage in courses that include the following HIPs: collaborative assignments, capstone projects and internships. For example, students will have the opportunity to execute professional

events and tournaments, build a portfolio, and receive tangible training with industry leaders. Further, the program culminates with unique and competitive internship opportunities that lead to careers in this industry ([Harris, 2021](#)). Additionally, hosting the Esports events/broadcast on UWG’s campus will extend the opportunities for students.

Assessment Plan:

The University of West Georgia developed a Curriculum Map that describes in which course the Program Learning Outcomes will be: Introduced, Reinforced, and Mastered. Table 1 below delineates the learning outcome for each required course in the program of study and the assessment tool for each outcome. Student learning will be measured at the course level through hands-on assignments and traditional and non-traditional assessments (tests, quizzes, homework, etc.)

Implementation

Enrollment Forecast:

	Year 1	Year 2	Year 3	Year 4
Fiscal Year (Fall to Summer)	2023-24	2024-25	2025-26	2026-27
Base enrollment ¹		35	38	56
Lost to Attrition (should be negative)		2	2	3
New to the institution	25	25	50	50
Shifted from Other programs within your institution	10	10	5	5
Total Enrollment				
Graduates	0	30	35	50
Carry forward base enrollment for next year	35	38	56	58

¹Total enrollment for year 1 becomes the base enrollment for year 2

Financial Impacts: None, leveraging GFA resources.

Facility Impacts: None, leveraging GFA resources.

Technology Impacts: None, leveraging GFA resources.

Budget: Not Required for Nexus degrees

4. Terminations

University of West Georgia

Recommended: That the Board approve the request from President Brendan Kelly that the University of West Georgia (“UWG”) terminate the following degrees, effective April 19, 2023.

- a. Master of Education with a Major in Educational Leadership
- b. Master of Science with a Major in Mathematics
- c. Post-Master's Certificate in Health Systems Leadership
- d. Post-Master's Certificate in Nursing Education

Abstract: All four degrees have had zero enrollments for the past two to five years. All students who were in the degree programs have graduated and no new students have been admitted.

IV. Academic Naming**5. Naming of the existing School of Health Sciences to the Atrium Health Floyd School of Health Sciences, Georgia Highlands College**

Recommended: That the Board approve the request of President Mike Hobbs that Georgia Highlands College (“GHC”) be authorized to name the existing School of Health Sciences to the Atrium Health Floyd School of Health Sciences, effective April 19, 2023.

Abstract: Atrium Health Floyd has been a cornerstone for health care in northwest Georgia dating back to July 4, 1942, then known as Floyd County Hospital. As was common in that era, a hospital-based diploma nursing program provided a constant stream of trained nurses. In the late 1960's, following a national movement to educate nurses at the collegiate level, the hospital leadership asked Floyd Junior College to begin a nursing program that would result in an associate degree. In 1971 the first nursing class was admitted and graduated in 1973. This momentous occasion began the transformation of nursing education in the region. Since 1973, Atrium Health Floyd and Georgia Highlands College have partnered to graduate over 3,450 nurses from the college and nearly every student was privileged to train at this hospital. With the \$7,000,000 support, this strengthened partnership will enable the college to substantially increase enrollment and address the critical nursing shortage.

This naming is contingent on the receipt of the gift committed to Georgia Highlands College (GHC) of \$7,000,000 for continued support of the Health Sciences', and in particular the nursing program. The gift will be used for direct student support through scholarships/textbooks/fees, clinical instruction, faculty support, and other Health Sciences' expenses. Every enrolled GHC nursing student will be directly supported with this gift. This gift will also provide instructional funding to help train, recruit, and retain faculty.

6. Naming of the existing Academic Learning Center to the Morgan and Bailey Academic Learning Center, Kennesaw State University

Recommended: That the Board approve the request from President Kathy Schwaig that Kennesaw State University (“KSU”) be authorized to name the existing Academic Learning Center to the Morgan and Bailey Academic Learning Center, effective April 19, 2023.

Abstract: Since 2020, KSU has received from the Bobbie Bailey Foundation \$5.5 million—through five separate fully funded gifts benefiting various units of the University—which fulfills the proposed total gift of \$5 million to name the Academic Learning Center. Bobbie Bailey, her foundation, her sister Audrey Morgan (who serves as Chair and CEO of the Bobbie Bailey Foundation), and the Audrey and Jack Morgan Foundation have given KSU a total of \$16.6 million lifetime to date. Bobbie Bailey also served on the KSU Foundation Board of Trustees from 1993 until her death in 2015.

7. Renaming of the D. Abbott Turner College of Business to the D. Abbott Turner College of Business and Technology, Columbus State University

Recommendation: That the Board approve the request from Interim President John Fuchko to rename the D. Abbott Turner College of Business to the D. Abbott Turner College of Business and Technology, effective April 19, 2023.

Abstract: There was strong consensus among the stakeholders to add “Technology” to the name because it captures the essence of the college’s competitive advantage, and it makes sense in today’s academic environment.

- **Technology and Business:** Technology is at the heart of business, and every aspect of business involves technology in some form. The Turner College is AACSB accredited, which puts it in the top 10% of business schools world-wide, and AACSB mandates technology to be infused throughout the curriculum. Having the TSYS School of Computer Science located in Turner College creates mutually beneficial opportunities for business students in technology and computer science students in business.
- **Workforce Development:** Technology students, with either a business or a computer science background, are in high demand. The U.S. Bureau of Labor Statistics’ recent job report indicated that the number of jobs in the technology sector has steadily increased, with an employment increase in 2022 of 28% over the same time in 2021. According to CompTIA’s “State of Tech Workforce” close to 9 million people work in technology jobs, and the industry accounts for over 9% of the U.S. economy’s value.
- **Academic Programs:** Turner College offers academic programs across a continuum of business and technology areas, and the name change will communicate this to prospective students more prominently. For example, Management of Information Systems is offered in business both face-to-face and online; Information Technology is offered in Computer Science both face-to-face and online. The college also offers programs that straddle the divide between business and computer science: Cybersecurity and Cybersecurity Management, both at the undergraduate and graduate level.
- **Partnerships:** Columbus State University places a high value on its partnerships in the community. Columbus is a FinTech center, and Turner College has strong relationships with a variety of local businesses, including TSYS, a Global Payments company, and with Columbus Technical College through transfer and reverse transfer agreements. The name change signals to potential partners the college’s commitment to technology in business.

V. Proposed Statement of Principles Regarding Academic Freedom and Freedom of Expression

Recommended: That the Board approve the request of Board Chair Harold Reynolds and Vice Chair Erin Hames to approve the proposed “Statement of Principles,” effective April 19, 2023.

Abstract: At the request of Board Chair Harold Reynolds and Vice Chair Erin Hames, Dr. Ashwani Monga will present a proposed “Statement of Principles” for Board approval. The proposed statement affirms the Board’s commitment to the 1940 Statement of Principles on Academic Freedom and to principles of freedom of expression including the need for diversity of intellectual thought and expression among students and faculty as well as the need for faculty to be unburdened by ideological tests, affirmations, and oaths.

Also, at the request of the Chair and Vice Chair, it will be recommended that the Board ask the Chancellor to conduct a review of Board and University System policies regarding academic freedom and freedom of expression and to make recommendations for improvements to those policies at a future Board meeting.

Proposed Statement of Principles:

Statement of Principles

PRINCIPLE 1: The BOR affirms the 1940 Statement of Principles on Academic Freedom.

1. *“Teachers are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties; but research for pecuniary return should be based upon an understanding with the authorities of the institution.*
2. *Teachers are entitled to freedom in the classroom in discussing their subject, but they should be careful not to introduce into their teaching controversial matter which has no relation to their subject. Limitations of academic freedom because of religious or other aims of the institution should be clearly stated in writing at the time of the appointment.*
3. *College and university teachers are citizens, members of a learned profession, and officers of an educational institution. When they speak or write as citizens, they should be free from institutional censorship or discipline, but their special position in the community imposes special obligations. As scholars and educational officers, they should remember that the public may judge their profession and their institution by their utterances. Hence they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they are not speaking for the institution.”*

PRINCIPLE 2: USG values the need for diversity of intellectual thought and expression, which should be reflected in a student body and faculty that respect the individuality and beliefs of all.

PRINCIPLE 3: The BOR values our faculty and the important role they play in teaching, conducting research, and providing service. Faculty have the right to be unburdened by ideological tests, affirmations, and oaths. The key basis for hiring, promotion, and tenure should be achievement and a commitment to student success.

CONSENT ITEMS**VI. Named/Endowed Faculty Positions****8. Establishments****Abraham Baldwin Agricultural College****Distinguished Professorship in Agriculture**

Recommended: That the Board approve the request of President Tracy Brundage that Abraham Baldwin Agricultural College (“ABAC”) be authorized to establish a Distinguished Professorship in Agriculture, effective April 19, 2023.

Abstract: Abraham Baldwin Agricultural College Foundation has verified funding sufficient to establish the endowed position as required by the Board of Regents 8.3.2.2. The foundation has confirmed the funds available to support the establishment of \$250,000.

Bio: The Jim Andrews Family Foundation, Inc. was established upon the deaths of Bob and Iris Andrews. In Walker County in 1936, Jim Andrews bought 10 scrub heifers at \$5 a head. The next year, he paid \$45 for a Hereford bull, and in the ensuing years, he added to his herd. After his son, Bob, joined him in the family cattle business, Jim sold the herd and used the proceeds to buy 35 registered female Herefords, which served as the foundation for what would become one of North Georgia’s premier cattle operations. Jim and Margaret Andrews, and then their son, Bob, and his wife, Iris, were among several families who ran Hereford farms that were influential north of Atlanta. Retired Walker County Extension Agent Mike Bunn recalled Jim Andrews as “a consummate politician” and one of Georgia’s original Hereford breeders. To ensure that others would have the same opportunities they had been afforded, Bob established the Jim Andrews Family Foundation, which has supported numerous organizations since Bob’s death in 2002. In 2006, the three trustees of the Foundation – Bob’s lawyer, banker, and county agent – sold 365 acres from the estate to serve as seed money to carry out the philanthropy Bob had desired. Eventually, the remaining 1,300 acres were sold as well. The funds have been used to support organizations close to the hearts of Bob and Iris Andrews including support for scholarships and agricultural initiatives at Abraham Baldwin Agricultural College.

Georgia Institute of Technology**Richard A. Duke Endowment Fund**

Recommended: That the Board approve the request of President Ángel Cabrera that Georgia Institute of Technology (“GIT”) be authorized to establish the Richard A. Duke Endowment Fund, effective April 19, 2023.

Abstract: Georgia Institute of Technology Foundation has verified funding sufficient to establish the endowed position as required by the Board of Regents 8.3.2.2. The foundation has confirmed the funds available to support the establishment of \$2,526,318.

Bio: The Richard A. Duke Endowment Fund is supported by the generosity of Richard A. Duke to commemorate his 34-year career as a member of the faculty in the School of Mathematics at Georgia Tech. Richard A. Duke earned his degree at the University of Virginia. Dr. Duke joined the faculty at Georgia Institute of Technology in 1972 as assistant director of the School of Mathematics. Richard founded the Institute’s interdisciplinary doctoral program in algorithms, combinatorics, and optimization and served as the acting school director from 1998-2002. He made significant impact on generations of students who flourished under his teaching, encouragement, and mentoring. Dr. Duke published and presented extensively, received numerous accolades and awards throughout his career, and is recognized by his peers for his extraordinary contributions to the field of mathematics. Richard’s academic achievements continue to serve as an inspiration to future generations at Georgia Tech.

Thomas A. Fanning Chair of Equity-Centered Engineering

Recommended: That the Board approve the request of President Ángel Cabrera that Georgia Institute of Technology (“GIT”) be authorized to establish the Thomas A. Fanning Chair in Equity-Centered Engineering, effective April 19, 2023.

Abstract: Georgia Institute of Technology Foundation has verified funding sufficient to establish the endowed position as required by the Board of Regents 8.3.2.2. The foundation has confirmed the funds available to support the establishment of \$1,955,128.

Bio: Dr. Thomas Fanning was named President of the Southern Company in August 2010 and Chairman and CEO in December 2010. Dr. Fanning originally joined the company in 1980 as a Financial Analyst. Since then, Dr. Fanning has held officer-level positions in the areas of finance, strategy, international business development, and technology. Prior to becoming Executive Vice President in 2003 and COO in 2008, he was Southern Company’s Chief Financial Officer. Dr. Thomas Fanning also served as President and CEO of the company’s Florida subsidiary, Gulf Power, and CFO of both Georgia Power and Mississippi Power.

Melvyn P. and Eleanor N. Galin Early Career Professorship

Recommended: That the Board approve the request of President Ángel Cabrera that Georgia Institute of Technology (“GIT”) be authorized to establish the Melvyn P. and Eleanor N. Galin Early Career Professorship, effective April 19, 2023.

Abstract: Georgia Institute of Technology Foundation has verified funding sufficient to establish the endowed position as required by the Board of Regents 8.3.2.2. The foundation has confirmed the funds available to support the establishment of \$500,000.

Bio: Dr. Melvyn Galin received his B.S. degree from Georgia Tech and a Masters and Ph.D. from Indiana University. Dr. Galin worked for almost 27 years at MITRE Corporation, a system engineering organization established by MIT. During his career, he served for four years in the Office of the Secretary of Defense at the Pentagon. In Massachusetts, Dr. Galin was on three separate Governor’s Management Task Forces and a Board of Regents Task Force. Dr. Galin also served on Massachusetts Business Roundtable and the Chamber of Commerce and was appointed by the Governor to the Massachusetts Energy Advisory Board. In addition, he was on the advisory board to the Department of Energy at the Savannah River Site, including four years as Chair of the Strategic Management Committee and a year as Vice Chair of the Board. Dr. Galin is currently the Executive Secretary of the National Conference on the Advancement of Research (NCAR), which brings together top-level R&D officials from industry, government, education, and independent research organizations.

University of Georgia**Kenneth L. Waters Pharmacy Professorship**

Recommended: That the Board approve the request of President Jere W. Morehead that University of Georgia be authorized to establish the Kenneth L. Waters Pharmacy, effective April 19, 2023

Abstract: The University of Georgia Foundation has verified funding sufficient to establish the endowed position as required by the Board of Regents 8.3.2.2. The foundation has confirmed the funds available to support the establishment of \$310,233.08.

Bio: Kenneth L. Waters was born in Monroe, Virginia and attended Lynchburg College in Virginia, the University of Georgia, and he received his Ph.D. from the University of Maryland in 1945. In 1939 he married Grace Wilson, daughter of Robert C. Wilson in Athens, GA. Kenneth L. Waters became dean of the University of Georgia School of Pharmacy in 1948. During his administration he was responsible for changing the curriculum from a four-year to five-year program and beginning a graduate program which led to a master’s degree and a Doctor of Philosophy. He retired as a dean 1977. Currently, the College has 3 scholarships named in honor of the Waters family. In addition, the Waters’ family established a lecture series in his name.

Jane W. Wilson Professorship in Business Law

Recommended: That the Board approve the request of President Jere W. Morehead that University of Georgia be authorized to establish the Jane W. Wilson Professorship in Business Law, effective April 19, 2023

Abstract: The University of Georgia Foundation has verified funding sufficient to establish the endowed position as required by the Board of Regents 8.3.2.2. The foundation has confirmed the funds available to support the establishment of \$280,000.00.

Bio: The Jane W. Wilson Professor of Business Law has been created in memory of Jane W. Wilson, a resident of rural Northern Georgia, and a victim of domestic violence who was shot and killed while in her early thirties in August 1976, by her second husband of just three days, leaving behind two young children (ages 10 and 8) who witnessed the homicide. Twelve years later, one of those children was able to graduate from the University of Georgia School of Law and was fortunate to possess an inordinate amount of “purposeful luck” to achieve both academic and economic success sufficient to establish the Jane W. Wilson Professor of Business Law in hopes of strengthening the programs in the School of Law.

Orkin Professorship in Urban Entomology

Recommended: That the Board approve the request of President Jere W. Morehead that University of Georgia be authorized to establish the Orkin Professorship in Urban Entomology, effective April 19, 2023

Abstract: The University of Georgia Foundation has verified funding sufficient to establish the endowed position as required by the Board of Regents 8.3.2.2. The foundation has confirmed the funds available to support the establishment of \$250,000.00.

Bio: Orkin LLC (“Donor”) through a desire to strengthen the programs in the College of Agricultural and Environmental Sciences, Department of Entomology has donated to the University of Georgia Foundation to establish the Orkin Professorship in Urban Entomology. Orkin, founded in 1901, has more than 120 years of experience in the pest control industry, specializing in protection against common pests, including termites, rodents, and insects. Orkin is committed to fostering a deeper understanding and appreciation of the natural world, helping them do their jobs better.

UGA Small Animal Medicine and Surgery Professorship

Recommended: That the Board approve the request of President Jere W. Morehead that University of Georgia be authorized to establish the UGA Small Animal Medicine and Surgery Professorship, effective April 19, 2023

Abstract: The University of Georgia Foundation has verified funding sufficient to establish the endowed position as required by the Board of Regents 8.3.2.2. The foundation has confirmed the funds available to support the establishment of \$282,234.16.

John & Alice Sands Offensive Coordinator

Recommended: That the Board approve the request of President Jere W. Morehead that University of Georgia be authorized to establish the John & Alice Sands Offensive Coordinator, effective April 19, 2023

Abstract: The University of Georgia Foundation has verified funding sufficient to establish the endowed position as required by the Board of Regents 8.3.2.2. The foundation has confirmed the funds available to support the establishment of \$1.5 million.

Bio: John & Alice Sands are amongst the largest donors to UGA Athletics and most recently made a gift to endow the UGA Football Offensive Coordinator position as the John and Alice Sands Offensive Coordinator. John and Alice were both fans of UGA football as children. John and Alice's best UGA Football memory was the 1980 National Championship game in New Orleans. They remember sitting in the nosebleed section and being scared to stand up for their section because the upper deck was so steep. A second memorable game was the Georgia Florida game that year which John listened to while working selling cars the Sands have attended every UGA home game since 1980 other than a single Georgia Auburn game when his mother passed away. John and Alice are very proud of their support for UGA Athletics. At the time of this establishment, John and Alice are in the top 3 Athletic donors in lifetime giving with just over \$6.6 million committed to UGA Athletics.

9. Renamed Establishments

University of Georgia

Louise McBee Distinguished Professorship in Higher Education

Recommended: That the Board approve the request of President Jere W. Morehead that University of Georgia be authorized to rename the Louise McBee Professorship Fund to the Louise McBee Distinguished Professorship in Higher Education, effective April 19, 2023.

Abstract: The University of Georgia Foundation has verified funding sufficient to establish the endowed position as required by the Board of Regents 8.3.2.2. The foundation has confirmed the funds available to support the establishment of \$1,197,975.89.

Dr. Morrill M. Hall Chair in Educational Administration

Recommended: That the Board approve the request of President Jere W. Morehead that University of Georgia be authorized to rename the Dr. Morrill M. Hall Distinguished Professor Educational Administration to the Dr. Morrill M. Hall Chair in Educational Administration, effective April 19, 2023.

Abstract: The University of Georgia Foundation has verified funding sufficient to establish the endowed position as required by the Board of Regents 8.3.2.2. The foundation has confirmed the funds available to support the establishment of \$1,121,856.26.

Augusta University

Recommended: That the Board approve the request from President Brooks Keel that Augusta University (“AU”) rename the following establishments effective April 19, 2023.

Abstract: Augusta University requests to move 14 Distinguished Chair designation to Distinguished University Chair as they have all reached the \$2,000,000 or above threshold. In addition, we are requesting 4 Chair positions moved to Distinguished Chair as funds have reached the \$1,000,000 or above threshold.

The following faculty namings are requesting change.

NAMED ENDOWED POSITION	PROPOSED ENDOWED POSITON
Georgia Research Alliance Eminent Scholar in Translational Neuroscience	Georgia Research Alliance Eminent Scholar Distinguished University Chair in Translational Neuroscience
Cecil F. Whitaker, Jr. M.D./GRA Eminent Scholar in Cancer	Cecil F. Whitaker, Jr., M.D./GRA Eminent Scholar Distinguished University Chair in Cancer
GRA Herbert S. Kupperman, M.D. Eminent Scholar in Cardiovascular Medicine	GRA Herbert S. Kupperman, M.D. Eminent Scholar Distinguished University Chair in Cardiovascular Medicine
Presidential Distinguished Chair	Presidential Distinguished University Chair
William H. Brooks, M.D. Distinguished Chair in Obstetrics and Gynecology	William H. Brooks, M.D. Distinguished University Chair in Obstetrics and Gynecology
GRA Chair in Hypertension	GRA Distinguished University Chair in Hypertension
GRA Bradley-Turner Eminent Scholar Chair in Vascular and Cancer Immunology	GRA Bradley-Turner Eminent Scholar Distinguished University Chair in Vascular and Cancer Immunology
Milton B. Satcher, Jr., M.D. Distinguished Chair in Sports Medicine	Milton B. Satcher, Jr., M.D. Distinguished University Chair in Sports Medicine
GRA Eminent Scholar Chair in Neuroscience	GRA Eminent Scholar Distinguished University Chair in Neuroscience

GRA Bradley-Turner Eminent Scholar Chair in Immunology	GRA Bradley-Turner Eminent Scholar Distinguished University Chair in Immunology
GRA Eminent Scholar in Molecular and Cellular Neurobiology	GRA Eminent Scholar Distinguished University Chair in Molecular and Cellular Neurobiology
The Carlos and Marguerite Mason Distinguished Chair in Transplant Surgery and Immunology	The Carlos and Marguerite Mason Distinguished University Chair in Transplant Surgery and Immunology
GRA Eminent Scholar in Population Health	GRA Eminent Scholar Distinguished University Chair in Population Health
Moretz/Mansberger Distinguished Chair in Surgery	Moretz/Mansberger Distinguished University Chair in Surgery
Sallie Lou Franklin Glover/Katie Getzen Mealing Eminent Scholar Chair	Sallie Lou Franklin Glover/Katie Getzen Mealing Eminent Scholar Distinguished Chair in Immunology
GRA Eminent Scholar in Neurodegeneration	GRA Eminent Scholar Distinguished Chair in Neurodegeneration
Charles W. Linder, M.D. Endowed Chair	Charles W. Linder, M.D. Distinguished Chair
Leon and Dorothy Bloom Chair in Medical Research	Leon and Dorothy Bloom Distinguished Chair in Medical Research

10. Named Faculty Positions

Institution: Augusta University
University Faculty's Name: William Jordan, M.D.
Named Position: Moretz/Mansberger Distinguished Chair in Surgery

Institution: Augusta University
University Faculty's Name: David Hess, M.D.
Named Position: Regents' Entrepreneur

Institution: Augusta University
University Faculty's Name: David Munn, M.D.
Named Position: Regents' Entrepreneur

Institution: Augusta University
University Faculty's Name: Babak Baban, Ph.D.
Named Position: Regents' Entrepreneur

Institution: Augusta University
University Faculty's Name: Xin-Yun Lu, Ph.D.
Named Position: Georgia Research Alliance Eminent Scholar Distinguished University Chair in Translational Neuroscience

Institution: Augusta University
University Faculty's Name: Jorge Cortes, M.D.
Named Position: Cecil F. Whitaker, Jr., M.D./GRA Eminent Scholar Distinguished University Chair in Cancer

Institution: Augusta University
University Faculty's Name: Neal Weintraub, M.D.
Named Position: GRA Herbert S. Kupperman, M.D. Eminent Scholar Distinguished University Chair in Cardiovascular Medicine

Institution: Augusta University
University Faculty's Name: David Hess, M.D.
Named Position: Presidential Distinguished University Chair

Institution: Augusta University
University Faculty's Name: Sharad Ghamande, M.D.
Named Position: William H. Brooks, M.D. Distinguished University Chair in Obstetrics and Gynecology

Institution: Augusta University
University Faculty's Name: David Mattson, Ph.D.
Named Position: GRA Distinguished University Chair in Hypertension

Institution: Augusta University
University Faculty's Name: Catherine Hedrick, Ph.D.
Named Position: GRA Bradley-Turner Eminent Scholar Distinguished University Chair in Vascular and Cancer Immunology

Institution: Augusta University
University Faculty's Name: David Monte Hunter, M.D.
Named Position: Milton B. Satcher, Jr., M.D. Distinguished University Chair in Sports Medicine

Institution: Augusta University
University Faculty's Name: Lin Gan, Ph.D.
Named Position: GRA Eminent Scholar Distinguished University Chair in Neuroscience

Institution: Augusta University
University Faculty's Name: Klaus Ley, M.D.
Named Position: GRA Bradley-Turner Eminent Scholar Distinguished University Chair in Immunology

Institution: Augusta University
University Faculty's Name: Laura Mulloy, M.D.
Named Position: Sallie Lou Franklin Glover/Katie Getzen Mealing Eminent Scholar Distinguished Chair in Immunology

Institution: Augusta University
University Faculty's Name: Qin Wang, M.D./Ph.D.
Named Position: GRA Eminent Scholar Distinguished Chair in Neurodegeneration

Institution: Augusta University
University Faculty's Name: Martha Tingen, Ph.D.
Named Position: Charles W. Linder, M.D. Distinguished Chair

Institution: Columbus State University
University Faculty's Name: Jan Burcham, Ph.D.
Named Position: Moselle Worsley Fletcher Distinguished Chair in Teacher Education

Institution: Columbus State University
University Faculty's Name: Allen Gee, Ph.D.
Named Position: The Donald L. Jordan Distinguished Chair for Traditional American Writing

Institution: Columbus State University
University Faculty's Name: David Hahn, D.M.A.
Named Position: Paul S. and Jean R. Amos Distinguished Chair in Music

Institution: Columbus State University
University Faculty's Name: Kirk Heriot, Ph.D.
Named Position: Ray and Evelyn Crowley Distinguished Chair in Entrepreneurship

Institution: Columbus State University
University Faculty's Name: Rania Hodhod, Ph.D.
Named Position: Edwin and Florette Rothschild Distinguished Chair of Leadership and Management

Institution: Columbus State University
University Faculty's Name: Paul K. Hostetter, M.M.
Named Position: Ethel Foley Distinguished Chair for Orchestral Activities

Institution: Columbus State University
University Faculty's Name: David Kieran, Ph.D.
Named Position: Col. Richard R. Hallock Distinguished University Chair in Military History

Institution: Columbus State University
University Faculty's Name: Claire Black McCoy, Ph.D.
Named Position: William B. and Sue Marie Turner Distinguished Chair in Art

Institution: Columbus State University
University Faculty's Name: Franklin Mixon, Ph.D.
Named Position: Violet Litchfield and Thomas Bryant, Jr. Distinguished Chair in Economics

Institution: Columbus State University
University Faculty's Name: Esther (Hale) Park, D.M.A.
Named Position: L. Rexford Whiddon Distinguished Chair in Piano

Institution: Columbus State University
University Faculty's Name: Sergiu Schwartz
Named Position: William B. and Sue Marie Turner Distinguished Chair in Music

Institution: Columbus State University
University Faculty's Name: Eric Spears, Ph.D.
Named Position: Mildred Miller Fort Foundation Eminent Scholar Chair of International Education

Institution: Columbus State University
University Faculty's Name: Wendy J. Warner
Named Position: Leah D. Hamer Distinguished Chair in Cello

Institution: Georgia Institute of Technology
University Faculty's Name: Chloé Arson, Ph.D.
Named Position: Thomas A. Fanning Chair in Equity-Centered Engineering

Institution: Georgia Institute of Technology
University Faculty's Name: Xiaoyu He, Ph.D.
Named Position: Richard A. Duke Endowment Fund

Institution: Georgia Institute of Technology
University Faculty's Name: Adithya Pattabhiramaiah, Ph.D.
Named Position: Sharon A. and David B. Pearce Professorship II

Institution: Georgia State University
University Faculty's Name: Stephen Dobranksi, Ph.D.
Named Position: Regents Professorship

Institution: Georgia State University
University Faculty's Name: Timothy Lytton, J.D.
Named Position: Regents Professorship

Institution: Georgia State University
University Faculty's Name: Lars Mathiassen, Ph.D.
Named Position: Regents Professor

Institution: Georgia State University
University Faculty's Name: Jennifer McCoy, Ph.D.
Named Position: Regents Professorship

Institution: Georgia State University
University Faculty's Name: Richard Plemper, Ph.D.
Named Position: Regents Professorship

Institution: Georgia State University
University Faculty's Name: Geert De Vries, Ph.D.
Named Position: Regents Professorship

Institution: Georgia State University
University Faculty's Name: Gary Bingham, Ph.D.
Named Position: Hattie Floyd Professor of Young Learners in Urban Settings

Institution: University of Georgia
University Staff Name: Mr. Mike Bobo
Named Position: John & Alice Sands Offensive Coordinator

Institution: University of Georgia
University Faculty's Name: Laura Phillips-Sawyer, Ph.D.
Named Position: Jane W. Wilson Professor of Business Law

Institution: University of Georgia
University Faculty's Name: Christopher M. Bland, Ph.D.
Named Position: Albert W. Jowdy Professorship in Pharmacy Care

Institution: University of Georgia
University Faculty's Name: Biao He, Ph.D.
Named Position: Regents' Innovator

Institution: University of Georgia
University Faculty's Name: Frank Heflin, Ph.D.
Named Position: James Don Edwards Chair in Corporate Accounting Policy

Institution: University of Georgia
University Faculty's Name: Son Lam, Ph.D.
Named Position: Emily H. and Charles M. Tanner, Jr. Chair in Sales Management

Institution: University of Georgia
University Faculty's Name: Valentine Nzengung, Ph.D.
Named Position: Regents' Innovator

Institution: University of Georgia
University Faculty's Name: Marisa Pagnattaro, Ph.D.
Named Position: I.W. Cousins Professorship of Business Ethics

Institution: University of Georgia
University Faculty's Name: Pejman Rohani, Ph.D.
Named Position: Regents' Professorship

Institution: University of Georgia
University Faculty's Name: Ronald Simons, Ph.D.
Named Position: Regents' Professorship

Institution: University of Georgia
University Faculty's Name: Somanath Shenov, Ph.D.
Named Position: Kenneth L. Waters Pharmacy Professorship

Institution: University of Georgia
University Faculty's Name: Daniel Suiter, Ph.D.
Named Position: Orkin Professorship in Urban Entomology

Institution: University of Georgia

University Faculty's Name: Bryan Torres, Ph.D.

Named Position: UGA Small Animal Medicine and Surgery Professorship

Institution: University of Georgia

University Faculty's Name: Yujun George Zheng, Ph.D.

Named Position: Panoz Professor of Pharmacy

VII. INFORMATION ITEMS**11. Update on Post Tenure Review Technology**

Vice Chancellor Dana Nichols will provide an update on the technology used for Post Tenure Review.

The completion date for the OneUSG release containing the Annual Review and Post Tenure Review updates to the Managed Faculty Events Module (MFE), HREL 6.42, was changed from 6/16/23 to 7/17/23. This change will not impact other project activities since the first round of data based on updated Annual Review and PTR policies will not be available to be entered into MFE until 1/1/24.

12. Update on Tuition Waivers

Vice Chancellor for Enrollment Management and Student Affairs Scot Lingrell will provide an update on Board of Regents Tuition Waivers.

13. Addition to Board Policy Subsection 8.3.2.3 Establishment of Termed Positions

Abstract: Vice Chancellor Dana Nichols will present the proposed addition to Board Policy Subsection 8.3.2.3 Establishment of Termed Positions. The proposed addition will be presented to the Board of Regents at the May board meeting for approval.

8.3.2.3 Establishment of Termed Positions (New Addition)

Specially Designated Faculty Position Funded by Multi-Year Donations

Termed faculty positions may be established with the approval of the Chancellor or his/her designee upon request of the USG institution President only after confirmation that a multi-year donation is properly funded under the following parameters:

Sector	Minimum Amount Over Duration	Minimum Duration
Research	\$150,000	3 years
Comprehensive	\$125,000	3 Years
State University	\$100,000	3 Years
State College	\$50,000	3 Years

These annual expendable donations may be used to subsidize a portion of the current faculty salary or for other professional support of the holder of the termed position, including assistance in the research of the holder. Termed position donated funds may not be used to increase the current faculty salary.

Termed positions may be renewed when a new multi-year agreement is executed at the discretion of the institution’s President.

The holder of a termed faculty position shall be a qualified person of professorial rank (professor, associate professor, or assistant professor), without regard to tenure status. Funds will be used to provide temporary support for the institution.

Termed positions shall be named “The XXXXXX Termed Faculty in XXXXXX” (e.g. The Company ABC Termed Faculty in Data Science; The Jane Doe Faculty in Music.)

8.3.2.3 Establishment of Named Positions (Existing Policy)

Support of Positions from Gifts and Endowments

No endowed chair, professorship, fellowship, or administrative position will be established or announced without prior approval of the Board of Regents, and no initial appointment will be made to a chair, professorship, fellowship, or administrative position without prior approval by the Board. Recommendations to the Board concerning specially designated positions will be made through the Chancellor to the Board. Before the final action of the Board, such recommendations will be referred to the Finance and Business Operations Committee and the Committee on Academic Affairs.

The minimum funding levels for each endowed academic position listed below shall be established by the

Board upon recommendation by the Chancellor. Institutions may require funds greater than the stated minimum funding levels when developing support for endowed chairs. The categories of endowed academic positions shall be described as follows:

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

Specially Designated Faculty Positions Funded by Endowments

Endowed chairs, professorships, and fellowships will be established by the Board of Regents upon request of the USG institution President and recommendation of the Chancellor only after confirmation that the endowment is properly funded and that the investment strategy of the endowment, wherever held, will meet the continuing demands of the chair, professorship, or fellowship. This assurance must address the proper mix of capital growth, income production, and liquidity. The USG institution will pay from its funds such amounts as are necessary to set the salary of the holder at a level commensurate with his or her record, experience, and position in the faculty. The endowment income will be used for salary supplementation and for other professional support of the holder of the endowed position, including assistance in the research of the holder.

The holder of a fellowship shall be a qualified person of professorial rank (professor, associate professor, or assistant professor), without regard to tenure status. The endowed fellowship will be used to provide temporary support, not to exceed one academic year of:

1. Distinguished scholars who are in temporary residence at the institution while participating in planned academic programs;
2. Visiting scholars who are in temporary residence at the institution for special academic programs or purposes;
3. Institution faculty who have made unique contributions to academic life or to knowledge in their academic discipline; and,
4. Institution faculty of any academic rank irrespective of tenure status who have been selected for teaching excellence through procedures established by the USG institution.