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

February 9, 2022

Presidents
University System of Georgia
sent via email

Dear Presidents:

The Board of Regents of the University System of Georgia (USG) met on February 8, 2022, in Atlanta, Georgia. During this meeting, revisions were made to the following Board of Regents (BOR) policies:

Institutional Governance

➤ **Board Policy 2.1 Election of Presidents by the Board of Regents**

Personnel

➤ **Board Policy 8.3.2.2 Regents' Innovators' Leave of Absence and Regents' Entrepreneur Designation**

The effective date of these policy revisions is February 8, 2022. Attached as an Exhibit is a document that shows the language added / deleted from each policy. Questions regarding revisions to Board Policy 2.1 should be directed to Mr. Chris McGraw, Vice Chancellor of Legal Affairs. Mr. McGraw may be reached at chris.mcgraw@usg.edu or 404-962-3255. Questions regarding revisions to Board Policy 8.3.2.2 should be directed to Dr. Martha Venn, Vice Chancellor for Academic Affairs. Dr. Venn may be reached at martha.venn@usg.edu or (404) 962-3097.

Please share widely with the appropriate offices at your institution to include Academic Affairs, Human Resources, Business and Finance, Legal Affairs, Audit and Compliance.

Sincerely,

Teresa MacCartney
Acting Chancellor

cc: Tracey Cook, Executive Vice Chancellor for Strategy and Fiscal Affairs
Dr. Stuart Rayfield, Interim Executive Vice Chancellor for Academic Affairs
Ashley Jones May, Chief of Staff and Vice Chancellor for External Affairs
Claire Arnold, Vice Chancellor for Internal Audit, Chief Audit Officer
Dr. John Fuchko, III, Vice Chancellor for Organizational Effectiveness

Dr. Juanita Hicks, Vice Chancellor for Human Resources
Chris McGraw, Vice Chancellor of Legal Affairs and Secretary to the Board
Sandra Neuse, Vice Chancellor for Real Estate and Facilities
Dr. Joyce Jones, Vice Chancellor for Student Affairs
Dr. Martha Venn, Vice Chancellor for Academic Affairs
Josiah Heidt, Legal Counsel
Wesley Horne, Director of Ethics and Compliance
Institutional Chief Business Officers
Institutional Provosts
Institutional Human Resource Directors
Institutional Legal Officers
Institutional Effectiveness Leads
Institutional Audit Directors

Exhibit
BOARD OF REGENTS POLICY MANUAL
Revised Policies with Markup
Meeting of February 8, 2022

1. Revision to Board Policy 2.1 Election of Presidents by the Board of Regents

Background: It is the long-standing practice of the Board to facilitate the most-qualified pool of potential candidates when conducting a search for an institution president. The suggested revision is intended to both broaden the pool to include a potential acting or interim president. More importantly, current policy requires the Board to waive the policy in those instances where they wish to allow an acting or interim president to apply for consideration as the permanent president. Waiving the policy is not intended to communicate a pre-judgment on the candidacy of the acting or interim president but is intended to solely to allow that individual to apply for consideration. However, there is a risk that the affirmative step of waiving the policy may be interpreted by other potential candidates as an indication that the acting or interim president is a preferred candidate. Eliminating the requirement for the waiver allows a search to proceed without this potential complication associated with approving a waiver.

Former Policy Language:

2.1 Election of Presidents by the Board of Regents

The Board of Regents shall elect the presidents of University System of Georgia (USG) institutions for a term of one year, which will be extended until the Board acts either to reappoint the President for the remainder of a one-year term or chooses not to reappoint the President, as contemplated in Board Policy. All appointments will be made expressly subject to Board of Regents' policies and the Chancellor shall notify the presidents of the Board's decision. USG presidents shall not be entitled to a written employment contract.

Presidents shall not hold tenure at the institution but may hold, retain, or receive academic rank. Persons holding tenure in the USG who receive an initial presidential appointment shall be required to relinquish their tenure before assuming the position of President. No person shall be awarded tenure while serving as President.

A person accepting the position of Acting or Interim President at a USG institution shall not be a candidate for President of that institution.

Revised Language with Tracked Changes:

2.1 Election of Presidents by the Board of Regents

The Board of Regents shall elect the presidents of University System of Georgia (USG) institutions for a term of one year, which will be extended until the Board acts either to reappoint the President for the remainder of a one-year term or chooses not to reappoint the President, as contemplated in Board Policy. All appointments will be made expressly subject to Board of

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Presidents shall not hold tenure at the institution but may hold, retain, or receive academic rank. Persons holding tenure in the USG who receive an initial presidential appointment shall be required to relinquish their tenure before assuming the position of President. No person shall be awarded tenure while serving as President.

~~A person accepting the position of Acting or Interim President at a USG institution shall not be a candidate for President of that institution.~~

New Policy:

2.1 Election of Presidents by the Board of Regents

The Board of Regents shall elect the presidents of University System of Georgia (USG) institutions for a term of one year, which will be extended until the Board acts either to reappoint the President for the remainder of a one-year term or chooses not to reappoint the President, as contemplated in Board Policy. All appointments will be made expressly subject to Board of Regents' policies and the Chancellor shall notify the presidents of the Board's decision. USG presidents shall not be entitled to a written employment contract.

Presidents shall not hold tenure at the institution but may hold, retain, or receive academic rank. Persons holding tenure in the USG who receive an initial presidential appointment shall be required to relinquish their tenure before assuming the position of President. No person shall be awarded tenure while serving as President.

Policy Manual Section 8.3.2 Regents' Professorships

Establishment of Subsection 8.3.2.2 Regents' Innovator Leave of Absence and Regents' Entrepreneur Designation

Recommendation: That the Board approve the request from Interim Executive Vice Chancellor for Academic Affairs Dr. Stuart Rayfield to adopt the new policy on Regents' Professorships effective February 8, 2022.

Abstract: Approval of this policy language will result in renumbering in Subsection 8.3.2 Regents' Professorships.

Approved Policy Language:

8.3.2.2 Regents' Innovator Leave of Absence and Regents' Entrepreneur Designation

Regents' Innovator Leave of Absence

The title of Regents' Innovator may be granted by the Board of Regents to outstanding full-time tenured faculty of Augusta University, the Georgia Institute of Technology, Georgia State University, the University of Georgia, and, in special circumstances, other USG institutions, to allow time away from their full-time faculty duties to focus on beginning or growing companies that commercialize a faculty member's research, consistent with Board of Regents' policies, including but not limited to institutional policies and practices for intellectual property. The Regents' Innovator title shall be awarded by the Board only upon the unanimous recommendation of the USG institution President, chief academic officer, and the Chancellor and upon the approval of the Committee on Academic Affairs.

A Regents' Innovator title shall be granted by the Board for an initial period of three years. Consideration of the renewal of the title for a second three-year period shall be given by the Board upon recommendation of the President of the USG institution, the Chancellor, and the Committee on Academic Affairs.

Faculty members with the title of Regents' Innovator are eligible for an unpaid leave of absence (or partial or joint appointment with their current and other institutions). The USG chief academic officer will promulgate guidelines regarding Regents' Innovator leave that will address, among other requirements, the use of institutional resources, potential and actual conflicts of interest, and the application of intellectual property policy requirements. A condition of the unpaid leave of absence includes the execution of an agreement between the faculty member and the USG institution, signed by both the faculty member and the institutional president.

Regents' Entrepreneur Designation

The Regents' Entrepreneur designation may be granted by the Board of Regents to an outstanding full-time tenured faculty member who has an established reputation as a successful innovator and who has taken their research into a commercial setting. The Regents' Entrepreneur designation shall be bestowed by the Board only upon the unanimous recommendation of the USG institution President, chief academic officer, and the Chancellor and upon the approval of the Committee on Academic Affairs.

A retired faculty member who, at the time of retirement, has had ten or more years of honorable and distinguished USG service, and has previously held the Regents' Entrepreneur designation, may be conferred with the title of Regents' Entrepreneur Emeritus or Regents' Entrepreneur Emerita by the Board of Regents on the recommendation of the Chancellor.