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Exhibit
BOARD OF REGENTS POLICY MANUAL
New & Revised Policies and Background Information
Meeting of May 14, 2019

I. Revision of Board Policy 6.26 Application for Discretionary Review

A. Background:

For foreign bank accounts, institutions must verify and provide documentation that foreign banks: 1) are financially strong and stable, 2) offer security of deposits, 3) are convenient to the marketplace. When possible, it may be prudent to consider competitive bids if multiple bank options that meet these criteria are available. Establishment of all foreign bank accounts should include a pro forma review by the OST. Once determined, the President shall request banking approval from the USG chief fiscal officer for the selected bank or banks. All foreign bank accounts of a USG institution must be in the name of the state entity (institution). A cap of particular foreign bank and, in any event, shall not exceed the lower of the State Depository % R D prescribed limit or the limit of the FDIC equivalent organization that applies to the specific USG institution in that particular country. If a foreign country does not have a deposit insurance program, lower balances may be appropriate. When necessary, just in time funding or international wire transfers may be required for processing deposits.

review and recommendation to the State Depository Board for inclusion in the State Bank Registry.

All depositories where funds of the Board of Regents are held in time and demand deposits shall be collateralized in accordance with OCGA §§ 45-8-12 and 45-8-13 with either a dedicated or pooled methodology as prescribed by the OST.

USG institutions must seek appropriate contractual protections from the contractor, including requiring that the construction contractor conducts and takes appropriate action on any required background checks and defends, indemnifies, and holds harmless the Board of Regents of the University System of Georgia for any failure of the construction contractor to do so and for the DFWLRQV RI WKH FRQVWUXFWLRQ FRQWUDFWRUUV HPSOR with the current terms of the USG construction contract.

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IV. Revision of Board Policy 8.2.18.2 Conflict of Interest and Conflicts of Commitment

A. Background

These

Each University System of Georgia (USG) employee shall make every reasonable effort to avoid actual or apparent conflicts of interests and also the appearance of a conflict of interest. An appearance of a **apparent** conflict exists when a reasonable person would conclude from the FLUFXPVWDQFHV WKDW WKH HPSOR\HH\IV DELOLW\ WR SU is compromised by a personal, financial, or business interest. An **apparent** appearance of conflict can exist even in the absence of a legal conflict of interest. USG employees are referred to State Conflict of Interest Statutes O.C.G.A. § 45-10-20 through § 45-10-70 and institutional policies governing professional and outside activities.

Each USG employee has ongoing responsibility to report and fully disclose any personal, professional, or financial interest, relationship, or activity that has the potential to an DFWXDO RU DSSDUHQW FRQIOLFW RI LQWHUHV VZLWK UH

Institutions shall adopt guidelines governing conflicts of interest and may further define methods of reporting conflicts of interest, how to manage said conflicts, and terms used within this policy section, so long as such guidelines and definitions are not inconsistent with this policy.

Conflicts of Interest - Research and Institutional

The USG recognizes the benefits of collaboration and commercialization with the private sector and other third-party entities that supports the USG mission. The resulting relationships and DJUHHPHQWV KRZHYHU PXVW QRW XQGHUPLQH WKH SXE USG mission, or inappropriately influence teaching, research, and service activities. Under no circumstances should a grant, gift, contract or other funding be accepted that limits the ability of USG employees to conduct or report the results of research in accordance with applicable scientific, medical, professional, and ethical standards.

Institutions shall incorporate policy and review procedures within its institutional guidelines consistent with this policy.

8.2.18.2.2 Conflicts of Commitment

A USG employee shall not engage in any occupation, pursuit, or endeavor that will interfere ZLWK WKH UHJXODU DQG SXQFWYDQGLVFKDUJH RI WKDW

8.2.18.2.3 ~~Compensated Outside Activities: Restrictions & Approval Process~~

Compensated Outside Activities of Faculty and Staff

All employees are encouraged to participate in professional activities; however, those activities must be consistent with the mission of the USG. Each USG employee with a work commitment of 30 or more hours per week (.75 or >FTE), and faculty members on contracts of nine months or more must obtain written approval in advance from institution president or designee prior to HQJDJLQJ LQ FRPSHQVDWHG RXWVLGH DFWLYLWLHV WKD responsibilities as a USG employee. Such activities include consulting, teaching, speaking, and participating in business, professional, or service enterprises.

Employees at USG institutions must obtain written approval from the institution President or the 3UHVLGHQW GHVLJQHH XWLOLJLQJ LQVWLWXWLRQDO S apparent conflicts of interest. Employees assigned to the System Office employees and USG

8.2.18.2.4 Institution Guidelines for Faculty Outside Consulting

Definitions

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provided in exchange for the expectation that the faculty member will perform work or services

positions who earn annual leave must take annual leave consistent with USG and institutional procedures governing the use of leave when engaged in consulting during their normal work hours. Consistent with the USG procedures governing the use of annual leave

2. A determination of what institutional resources may be used for outside consulting work;
3. A plan for reimbursing the institution for non-incidenta facilities, equipment, and materials consistent with rates charged outside groups or persons;
4. A procedure for obtaining prior approval of the President or his or her and,
5. A procedure for defining and managing conflicts of interest and conflicts of commitment regarding outside faculty consulting.

8.2.18.2.5 Disclosure

~~Each USG employee has an ongoing responsibility to report and fully disclose any personal, professional, or financial interests, relationships, or activities that the potential to FRPSURPLVH DQ HPSOR\HH\ V REMHFWL YLW to the USG. Each USG employee must also report and fully disclose any financial and business interests that WKH HPSOR\HH RU WKH HPSOR\HH\ V VSRXVH SDUW QHU the foregoing may have that relate to t KH 86 * HPSOR\HH\ V H[SHUWL VH RU U employee.~~

F.

Consulting for USG Vendors

USG institution employees are generally prohibited from consulting with or otherwise receiving compensation from a current vendor of, or an entity seeking a vendor relationship with, the USG institution where the employee works. System Office employees are generally prohibited from consulting with or otherwise receiving compensation from a current System Office vendor or an entity seeking a vendor relationship with the System Office.

Exceptions to this provision may be granted by the institution Pres L G H Q W R U 3 U H V L G H Q V for USG institution employees that do not supervise, regularly interact with, or participate in the

employees and by the H P S O Rinst/HR for individuals employed at USG institutions.

Participation in the Tuition Assistance Program shall be available to full-time, benefits-eligible employees who have successfully completed at least six months of employment in a benefits-eligible position as of the date of the Tuition Assistance Program (TAP) application deadline for the desired academic semester.

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

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

employees who have successfully completed at least six months of employment in a benefits-eligible position as of the date of the Tuition Assistance Program (TAP) application deadline for the desired academic semester.

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Tuition assistance is the waiver of tuition and certain fees. The Board approved applicable face-to-face or online tuition rate will be waived in full for all undergraduate and graduate programs and classes eligible under TAP. Student status will be secondary to employee status in all considerations, including student fee waivers. TAP participation will be granted on a space-available basis. For limited-slot enrollment programs, approval must be granted by the teaching institution. An employee must receive a grade of C or better in each approved TAP academic course. The following programs are not eligible for the TAP waiver:

1. Dental (First professional degree)
2. Medical (First professional degree)
3. Pharmacy (First professional degree)
4. Veterinary
5. Law (First professional degree)
6. Executive total cost programs

8.2.19.1 Employee Auditing of Courses

In addition to the TAP benefits provided v g0.0392 G{)JTJET8ef2 792 reW*nBT/F5 12 Tf1 0 0 1 95.424 369.