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October 4 2023

Presidents
University System of Georgia
sent via email

Dear Presidents:

The Board of Regents (BOR) of the University System of Georgia (USG) met on October 3rd, 2023 on the campus of Abraham Baldwin Agricultural College in Tifton, Georgia. During this meeting, the following BOR policies were revised:

Academic Affairs

$\frac{3}{4}$ Board Policy 3.3.1 Core Curriculum

Campus Affairs

$\frac{3}{4}$ Board Policy 6.10 Tobacco and Smoke Free Campuses

Personnel

$\frac{3}{4}$ Board Policy 8.2.7 Leave

cc:

Tracey Cook, Chief Fiscal Officer

Teresa MacCartney, Chief Operating Officer

Dr. Ashwani Monga, Executive Vice Chancellor for Academic Affairs

Ashley Jones May, Chief of Staff and Vice Chancellor for External Affairs

Dr. Angela Bell, Vice Chancellor of Research and Policy Analysis

Dr. Timothy Chester, Interim Chief Information Officer

Jeff Davis, Vice Chancellor for Fiscal Affairs

Karin Elliott, Interim Vice Chancellor for Human Resources

Dr. Scot Lingrell, Vice Chancellor for Enrollment Management and Student Affairs

Chris McGraw, Vice Chancellor of Legal Affairs and Secretary to the Board

Sandra Neuse, Vice Chancellor and Interim Vice Chancellor (Dist. Ne) (uBg7(ta)0 1 460.87 5

Exhibit
BOARD OF REGENTS POLICY MANUAL
Revised Policies with Markup
Meeting of October 3 - 4, 2023

I. Revision to Board of Regents Policy Manual, Section 3.3.1, Core Curriculum

Background:

The current Board policy 3.3.1 provides guidance on foundational areas that form the core curriculum. Some of the proposed changes pertain to the nomenclature. Highlighting (F structure) will be more memorable to students, reinforcing how the core curriculum is designed to support their chosen career path. The changes in nomenclature will be coupled with specific steps to heighten the positive impact of the core curriculum. One major modification will be to have system-wide learning outcomes, so that students are assured of a certain level of learning from each course that they take as part of the core curriculum. Having system-wide learning outcomes will also assure consistency between institutions, which will aid the process for students who choose to transfer between the institutions of the University System of Georgia. Another major modification will be to have career-ready competencies in each area of the core curriculum to assure that students have broad-ranging skills that will be helpful in whichever careers they pursue after graduation.

The key amendments relate to changing the nomenclature of core curriculum areas and including system-wide learning outcomes and career-ready competencies.

Effective Date:

The effective date of this policy revision is October 4, 2023, with full implementation by fall 2024.

Former Policy Language: 3.3.1 Core Curriculum

3.3.1 Core Curriculum

Mathematics & Quantitative Skills	Mathematics	At least 3 credit hours
Political Science and U.S. History	Citizenship	At least 3 credit hours
Arts, Humanities & Ethics	Humanities	At least 6 credit hours
Communicating in Writing	Writing	At least 6 credit hours
Technology, Mathematics & Sciences*	STEM	At least 7 credit hours*
Social Sciences	Social Sciences	At least 3 credit hours

Area

Name

Hours

~~such a compelling case might be if the institution proposed to put 3 or more hours of math in Area B and 7 hours of natural science in Area D.]~~

~~Area E Social Sciences~~

At least
6
semester
hours

The specific le

6.10

Education Support Leave

To supplement work-life balance options for University System of Georgia (USG) employees, each full-time, non-temporary employee of the USG shall be eligible for up to eight (8) hours of paid leave per calendar year for the purpose of promoting education in this state as authorized by O.C.G.A. § 45-20-32. Only activities directly related to student achievement and academic support will qualify for education support leave. Education support leave is not charged against any other leave. Education support leave does not accumulate or rollover and is not paid-out upon change of employment status. (BoR Minutes, May 2015)

Fair Labor Standards Act (FLSA)

When an exempt employee is absent from work for less than one (1) scheduled workday and their accumulated leave is insufficient to cover the partial day of absence, the employer will:

1. Deduct
- or,
2. Place the exempt employee on leave without pay, if so requested by the exempt employee.

Such action by the employer will not disqualify the exempt status of the (29 CFR § 541.5d).

Court Duty

Court duty leave with pay shall be granted to regular employees for the purpose of serving on a jury or as a witness. Such leave shall be granted upon presentation of official orders from the appropriate court.

Voting

USG employees are encouraged to exercise their constitutional right to vote in all federal, state, and local elections. If election polls are not open at least two (2) hours before or two (2) shift, sufficient leave time must be granted to permit the employee to vote. In this instance, an institution should grant the employee a two (2) hour block of time in which to vote, if needed. (BoR Minutes, April 2002)

Military Physical Examination

Any regular employee required by Federal law to take a military physical examination shall be paid for any time lost to take such an examination.

Personal Leave

At the discretion of the president of an institution personal leave of absence without pay for periods not to exceed one (1) year may be approved when such leave is deemed in the best interest of the institution. Such approved personal leave shall allow the employee the right to elect to continue group insurance benefits. The employee must pay the full cost for any coverage continued under this provision.

Organ and Bone Marrow Donation Leave

As authorized by O.C.G.A. § 45-20-31, each University System of Georgia (USG) employee who serves as an organ donor for the purpose of transplantation shall receive a leave of absence, with pay, of thirty (30) calendar days; and

Each employee who serves as a bone marrow donor for the purpose of transplantation shall

Court Duty

Court duty leave with pay shall be granted to regular employees for the purpose of serving on a jury or as a witness. Such leave shall be granted upon presentation of official orders from the appropriate court.

Voting Leave

USG will provide voting leave to employees as provided by Georgia law.

An employee who does not use the entire time allowed at the time of each donation does not accrue any right to any subsequent paid or unpaid leave.

Inclement Weather or Emergency

In the event of inclement weather or any emergency that requires leaves of absence of employees, the president of a USG institution may declare leave with or without pay. (BoR Minutes, 1992-93, p. 135)