

Exhibit
BOARD OF REGENTS POLICY MANUAL
Revised Policies with Markup
Meeting of January 13, 2026

I. Revisions to Board of Regents Policy Manual, Section 2.8 Institutional Mission

Background:

In December 2025, the Board gave final approval for the consolidation of Georgia Southern University and East Georgia State College. This revision removes East Georgia State College as an independent institution and adds a secondary section/function of “State College” to Georgia Southern University.

Questions regarding these revisions should be directed to Dr. Ashwani Monga, Executive Vice Chancellor and Chief Academic Officer. Dr. Monga may be reached at ashwani.monga@usg.edu.

Effective Date:

The effective date of this policy revision is January 13, 2026.

Former Policy Language:

2.8 Institutional Mission

The mission of the University System of Georgia (USG) is achieved through the collective missions of our state’s public colleges and universities, which drive economic development and produce more educated individuals to contribute to the quality of life in the State. USG institutions are responsible for producing graduates with the requisite skills and knowledge to ensure Georgia’s strong future in the knowledge-based and global economy. The individual mission and function of the institutions within the USG must be aligned with the overall USG mission in order to strategically meet the higher education needs of the State.

The function and mission of each USG institution is determined by the Board of Regents and any change in institutional function and mission must be approved by the Board. Institutional mission statements shall be evaluated by the Board as part of the regular cycle of accreditation and reaffirmation for the institution. Institutional function determines the scope of activity of the institution over a considerable period of time and covers the following aspects:

1. The level at which the institution will operate;
2. The types of educational degree programs to be offered;
3. The cost of attending the institution (student tuition and fees);
4. The admissions selectivity of the institution and the extent to which the institution serves as a primary point of access to higher education for under-represented students in a geographic region of Georgia; and,

5. The extent to which the institution engages in teaching, research, and service

Specific functions and missions for individual institutions and the procedures to request a change in functional sector, functional sector category, and institutional mission can be found in the Academic & Student Affairs Handbook. USG institutions are classified according to the following functional sectors:

Research Universities, which offer a broad array of undergraduate, graduate, and professional programs and are characterized as doctoral-granting with a Carnegie Classification of very high or high research activity. Associate degrees are typically not offered at research universities. The Nexus degree can be offered at research universities. While teaching is a core focus at all USG institutions, the emphasis on basic and applied research is much heavier at research universities than any other institutional sector. It is expected that institutions operating within this sector will be world-class research institutions with significant commitments to receipt of external funding, philanthropic giving, and fundraising at the highest levels.

| Institution | Primary Section/Function | Secondary Sections/Function | Secondary Sections/Function |
|---------------------------------|---------------------------------|------------------------------------|----------------------------------------------------------------------|
| Georgia Institute of Technology | Research University | n/a | Georgia's technological research institution |
| Georgia State University | Research University | State College | |
| University of Georgia | Research University | n/a | Georgia's land-grant institution and Agricultural experiment station |
| Augusta University | Research University | n/a | State's dedicated health/sciences/medical college |

Comprehensive Universities, which offer a number of undergraduate and master's-level programs with some doctoral programs. Typically, associate-level degrees are not offered at comprehensive universities. The Nexus degree can be offered at comprehensive universities. Master programs at comprehensive universities are characterized as master's-dominant. While teaching is a core focus at all USG institutions, the emphasis on basic and applied research is heavier at comprehensive universities than state universities or state colleges, but not emphasized as heavily as research universities. It is expected that institutions within this sector will be committed to being world-class academic institutions.

| Institution | Primary Section/Function | Secondary Sections/Function | Secondary Sections/Function |
|-----------------------------|---------------------------------|------------------------------------|------------------------------------|
| Georgia Southern University | Comprehensive University | n/a | Approved for doctoral programs |
| Valdosta State University | Comprehensive University | n/a | Approved for doctoral programs |

| | | | |
|----------------------------|--------------------------|-----|--------------------------------|
| Kennesaw State University | Comprehensive University | n/a | Approved for doctoral programs |
| University of West Georgia | Comprehensive University | n/a | Approved for doctoral programs |

State Universities, which offer a number of undergraduate and master's-level programs, but very few doctoral programs. Associate-level degrees can be offered at these universities, but they are also typically limited. The Nexus degree can be offered at state universities. While teaching is a core focus at all USG institutions, the emphasis on research activity at these state universities includes some basic research, but is typically more focused on institutional or applied research.

| Institution | Primary Section/Function | Secondary Sections/Function | Secondary Sections/Function |
|---------------------------------------|---------------------------------|------------------------------------|-------------------------------------------------------------------------|
| Albany State University | State University | State College | n/a |
| Clayton State University | State University | n/a | n/a |
| Columbus State University | State University | n/a | Approved for doctoral programs |
| Fort Valley State University | State University | n/a | State's 1890 land grant institution |
| Georgia College & State University | State University | n/a | State's public liberal arts institution; approved for doctoral programs |
| Georgia Southwestern State University | State University | n/a | n/a |
| Middle Georgia State University | State University | State College | n/a |
| Savannah State University | State University | n/a | n/a |
| University of North Georgia | State University | n/a | State's military college; approved for doctoral programs |

State Colleges

Balanced Bachelor's and Associate State Colleges

Institutions included in the balanced bachelor's and associate-level state colleges group offer

bachelor's degrees, associate programs, and general education courses, but no graduate programs. These state colleges are characterized as balanced bachelor's and associate-level degrees with bachelor's programs focused on specialized academic and economic development program areas and regional, college-educated workforce needs. The Nexus degree can be offered at state colleges. The emphasis at these state colleges is on teaching and service with limited focus on basic or applied research activity.

Associate Dominant-Select Bachelor's State Colleges

Institutions included in the associate dominant state colleges group are characterized as offering associate-dominant programs and general education courses, with very few, select, professionally-oriented bachelor's degree programs. The select bachelor's programs are focused on specialized academic and economic development program areas and regional, college-educated workforce needs. The emphasis at these state colleges is on teaching and service with limited focus on basic or applied research.

| Institution | Primary Section/Function | Secondary Sections/Function | Secondary Sections/Function |
|--------------------------------------|---------------------------------------------------------|------------------------------------|--------------------------------------------------------|
| Abraham Baldwin Agricultural College | State College - Balanced Bachelor's & Associate Degrees | n/a | State's agricultural state college |
| Atlanta Metropolitan State College | State College - Balanced Bachelor's & Associate Degrees | n/a | n/a |
| College of Coastal Georgia | State College - Balanced Bachelor's & Associate Degrees | n/a | n/a |
| Dalton State College | State College - Balanced Bachelor's & Associate Degrees | n/a | n/a |
| Georgia Gwinnett College | State College - Balanced Bachelor's & Associate Degrees | n/a | Approved for select career-advancing master's programs |
| Gordon State College | State College - Balanced Bachelor's & Associate Degrees | n/a | n/a |
| East Georgia State College | State College - Associate Dominant, Select Bachelor's | n/a | n/a |
| Georgia Highlands College | State College - Balanced Bachelor's & Associate Degrees | n/a | n/a |

| | | | |
|-----------------------------|-------------------------------------------------------|-----|-----|
| South Georgia State College | State College - Associate Dominant, Select Bachelor's | n/a | n/a |
|-----------------------------|-------------------------------------------------------|-----|-----|

Institutions with a Blended Function

At times a USG institution may be approved by the Board to advance aspects of a mission from different functional sectors. When this occurs, an institution will have a blended institutional function with a primary sector function and a secondary function sector. While the institution will follow the function of their primary sector, it will also be authorized to function in accordance with aspects of the secondary sector function.

No institution may operate as an institution with a blended function unless approved by the Board of Regents. When the Board approves an institution as having a blended function, the Board will also approve the institution's primary functional sector. The guidelines for obtaining Board approval to operate as an institution with a blended function and a list of institutions currently approved for a blended function can be found in the Academic & Student Affairs Handbook.

The Chancellor may, from time to time, direct institutions with a blended function on whether and to what extent the institution will implement primary functional sector requirements or secondary functional sector requirements.

Revised Policy Language in Change Tracker

2.8 Institutional Mission

The mission of the University System of Georgia (USG) is achieved through the collective missions of our state's public colleges and universities, which drive economic development and produce more educated individuals to contribute to the quality of life in the State. USG institutions are responsible for producing graduates with the requisite skills and knowledge to ensure Georgia's strong future in the knowledge-based and global economy. The individual mission and function of the institutions within the USG must be aligned with the overall USG mission in order to strategically meet the higher education needs of the State.

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The Chancellor may, from time to time, direct institutions with a blended function on whether and to what extent the institution will implement primary functional sector requirements or secondary functional sector requirements.

II. Revisions to Board of Regents Policy Manual, Section 8.2.9 Insurance

Background:

In 2014, the USG consolidated the management and administration of the employee supplemental insurance and benefits programs to the system office for efficient and consistent operations and to ensure a standardized system-wide benefits offering. At that time, Board Policy 8.2.9 was updated to indicate this change in administration. However, the policy still allowed for institutions to contract on their own for insurance coverage that was not offered by the system office. This policy revision removed that allowance and now aligns with our expectations for how institutions should operate in that all supplemental insurance offerings for employees should be managed and contracted from the system office.

Questions regarding these revisions should be directed to Karin Elliott, Vice Chancellor for Human Resources. Ms. Elliott may be reached at karin.elliott@usg.edu.

Effective Date:

The effective date of this policy revision is January 13, 2026.

Former Policy Language:

Section 8.2.9 Insurance

The Board of Regents of the University System of Georgia is solely responsible for the solicitation, selection, contracting and implementation of employee benefits to include health insurance, basic life insurance, accidental death and dismemberment and all other group insurance plans. Institutions may not contract for employee health or voluntary benefits. Institutions may select, if desired, to contract for supplemental employee insurance coverage that is not in conflict with those offered by the Board of Regents. (BoR minutes, Sept. 2013, Oct. 2016).

Revised Policy Language in Change Tracker

Section 8.2.9 Insurance

The Board of Regents of the University System of Georgia is solely responsible for the solicitation, selection, contracting and implementation of employee benefits **for all institutions** to include, **but not limited to**, health insurance, basic life insurance, accidental death and dismemberment and all other group insurance plans. Institutions may not contract **directly** for employee health or voluntary benefits. ~~Institutions may select, if desired, to contract for supplemental employee insurance coverage that is not in conflict with those offered by the Board of Regents.~~ (BoR minutes, Sept. 2013, Oct. 2016).

New Policy Language

Section 8.2.9 Insurance

The Board of Regents of the University System of Georgia is solely responsible for the solicitation, selection, contracting and implementation of employee benefits for all institutions to include, but not limited to, health insurance, basic life insurance, accidental death and dismemberment and all other group insurance plans. Institutions may not contract directly for employee health or voluntary benefits.

III. Revisions to Board of Regents Policy Manual, Section 8.3.4.1 Notice of Resignation by Tenured Faculty

Background:

Currently, there is not a Board policy that addresses and defines job abandonment by faculty members. The revisions to Board policy 8.3.4.1 now provide specific details of when an institution may consider a faculty member to have abandoned their job. Under the revised policy, any faculty member, under written contract, who is absent for 10 or more consecutive business days without written approval from their direct supervisor will be considered to have abandoned their position and voluntarily resigned.

The provisions of Board policy 8.3.9 Discipline and Removal of Faculty Members would not apply in this circumstance as the faculty member will be considered to have voluntarily resigned. Each institution will be required to develop a process to review extenuating circumstances when these situations arise.

These revisions now provide a clear and consistent understanding of what is considered job abandonment for faculty members across USG institutions.

Questions regarding these revisions should be directed to Karin Elliott, Vice Chancellor for Human Resources. Ms. Elliott may be reached at karin.elliott@usg.edu.

Effective Date:

The effective date of this policy revision is January 13, 2026.

Former Policy Language:

8.3.4.1 Notice of Resignation by Tenured Faculty

All tenured faculty members employed under written contract for the fiscal or academic year shall give at least 60 days written notice of their intention to resign to the President of the institution or his or her designee.

Revised Policy Language in Change Tracker

8.3.4.1 Notice of **Voluntary Resignation by ~~Tenured~~ Faculty**

All **Any** ~~tenured~~ faculty members employed under written contract for the fiscal or academic year shall give at least 60 **calendar** days written notice of their intention to resign to **the direct supervisor as well as** the President of the institution or his or her designee.

That requirement notwithstanding, any faculty member employed under written contract for the fiscal or academic year who is absent for 10 or more consecutive business days without written approval from the faculty member's direct supervisor may be considered to have abandoned the position and voluntarily resigned from the institution. If the institution determines that the faculty member has done so, it must notify the faculty member in writing and give the faculty member an opportunity to respond. Each institution must have a process to review extenuating circumstances of the absence.

New Policy

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Any faculty members employed under written contract for the fiscal or academic year shall give at least 60 calendar days written notice of their intention to resign to the direct supervisor as well as the President of the institution or his or her designee.

That requirement notwithstanding, any faculty member employed under written contract for the fiscal or academic year who is absent for 10 or more consecutive business days without written approval from the faculty member's direct supervisor may be considered to have abandoned the position and voluntarily resigned from the institution. If the institution determines that the faculty member has done so, it must notify the faculty member in writing and give the faculty member an opportunity to respond. Each institution must have a process to review extenuating circumstances of the absence.