



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

OFFICE OF THE CHANCELLOR  
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August 16, 2018

Presidents  
University System of Georgia  
*sent via email*

Dear Presidents:

The purpose of this letter is to inform you of revisions made to Board Policy **8.2.18.2 *Conflicts of Interest and Conflicts of Commitment*** at Tuesday's meeting of the Board of Regents (BOR) of the University System of Georgia (USG).

Awareness of and compliance with this policy is important to our efforts to maintain an ethical culture. One incident of ethical violations is too many, and at too many campuses recently we have had multiple incidents due to lax management and deliberate acts. I expect you as president to model the appropriate behavior regarding ethical management and to hold all members of your campus to the highest standards of ethical conduct. Deliberate violations should be sanctioned, including termination. We will be discussing ethical management at the retreat and I expect each of you to play a prominent part in Ethics Awareness Week. Keeping the public trust is our top priority. Losing it makes it nearly impossible to carry out our core functions.

The enclosed summary provides additional detail and guidance. However, the key changes are:

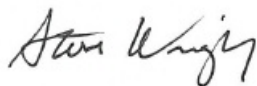
- 1) USG employees involved with vendor selection, oversight, etc. may not also be employed or otherwise compensated by a USG vendor.
- 2) Outside activities for USG presidents and USO employees are approved by the Chancellor and institutional employee outside activities are approved by the respective president. Institutional presidents must first provide proposed outside activity approvals to USG legal and USG compliance and ethics for employees that either report directly to the president or have the rank of vice president or higher.
- 3) Full-time USG employees, to include 12-month faculty with administrative duties, must take annual leave if participating in compensated outside activities consistent with USG procedures governing annual leave.

Our priorities of degree attainment, affordability and efficiency are predicated upon preserving the public's trust and being good stewards of the resources entrusted to us. Attached as an Exhibit is a document that shows the policy revisions made, the effective, date and helpful information regarding this revised policy.

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Please share widely with the appropriate offices on your campus to include academic affairs, student affairs, human resources, legal affairs, and internal audit.

Sincerely,



Dr. Steve Wrigley  
Chancellor

Enclosure

cc: Tricia Chastain, Executive Vice Chancellor for Administration  
Dr. Tristan Denley, Executive Vice Chancellor for Academic Affairs  
Tracey Cook, Interim Executive Vice Chancellor for Strategy and Fiscal Affairs  
Karin Elliott, Interim Vice Chancellor for Human Resources  
John Fuchko, III, Vice Chancellor for Organizational Effectiveness  
Jim James, Vice Chancellor for Real Estate and Facilities  
Dr. Joyce Jones, Vice Chancellor for Student Affairs  
Dr. Bobby Laurine, Vice Chancellor and Chief Information Officer  
Karen McCauley, Vice Chancellor of Development  
Dr. Tanshanika Smith, Interim Vice Chancellor for Internal Audit  
Charlie Sutlive, Vice Chancellor for Communications and Governmental Affairs  
Edward Tate, Vice Chancellor for Legal Affairs and Secretary to the Board  
Kimberly Ballard-Washington, Assistant Vice Chancellor for Legal Affairs  
Dr. Martha Venn, Deputy Vice Chancellor for Academic Affairs  
Brooke Bowen, Legal Counsel  
Wesley Horne, Director of Ethics and Compliance  
Institutional Vice Presidents of Academic Affairs  
Institutional Vice President of Student Affairs  
Institutional Chief Business Officers  
Institutional Legal Officers  
Institutional Audit Directors  
Institutional Athletic Directors