

From: [UGA Administrative Memos](#)
To: ADMNDIRECTORS-L@LISTSERV.UGA.EDU
Subject: New and Revised Human Resources Policies Effective July 1, 2023
Date: Friday, June 30, 2023 7:35:55 AM

TO: Vice Presidents, Deans, Directors, and Department Heads

FROM: Jere W. Morehead, President
S. Jack Hu, Senior Vice President for Academic Affairs and Provost
Ryan Nesbit, Vice President for Finance & Administration
Tammy Freeman, Interim Associate Vice President for Human Resources

RE: New and Revised Human Resources Policies Effective July 1, 2023

The University System of Georgia (USG) has notified UGA of changes to the University System of Georgia's Human Resources policies that will go into effect on **July 1, 2023** to ensure compliance with the revised Board of Regents' [Policy 6.5: Freedom of Expression and Academic Freedom](#). The updated policies include [Employee Recruitment](#) and [General Criteria for Employment](#). These policy revisions apply to all USG institutions, including the University of Georgia. UGA is actively working to identify changes needed to our current policies and will provide these updates and additional guidance as soon as it is available.

While institutions have until September 1, 2023 to certify compliance, it is critical that all University leaders are familiar with the changes to Board policy, the new HR procedures related to employee recruitment and training, and take immediate steps towards compliance including a review of current position postings and advertisements. Key changes and points include:

- Recruitment procedures shall be free of ideological tests, affirmations, and oaths (including diversity statements).
- Hiring, promotion, or tenure decision(s) must be purely based on the University's ability to achieve its mission and strategic priorities in support of student success.
- The screening process should not extend beyond the stated mission and values of the University and the functional expectations of the departmental unit.
- Departmental units are not allowed to develop mission or value statements that are not aligned with the overall Institutional mission and values.
- Take immediate action to eliminate non-compliant training and programs including any kind of required statements, affirmations, ideology tests, and oaths (including diversity statements).
- Mandatory employee training should be limited to that which complies with the Board of Regents, State of Georgia, and federal policies, regulations, and laws.
- No training may include affirmations, ideological tests, or oaths (including diversity

statements).

- Individual units and departments are not permitted to mandate training for departmental employees beyond training approved by the President and Chief Human Resources Officer (CHRO).

University Human Resources (UHR) is working with Faculty Affairs, Legal Affairs, EOO and others to develop additional guidance and resources to support you and your teams. HR Liaisons will be invited to a special meeting next week to discuss this topic, and additional information will be provided in the coming weeks to ensure compliance with these new policies. If you have any questions in the interim, please contact Tammy Freeman at tammyfreeman@uga.edu.

Cc: Juanita Hicks, Senior Associate Vice President for Human Resources

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Administrative Memos are coordinated through the Office of the Senior Vice President for Academic Affairs and Provost. For more information, contact Mike Wooten mwooten@uga.edu