



Resolution on the Board of Regents' Consideration of Tenure Procedures

Author: Samuel Ellis

Submitted: October 5, 2021

Passed: October 5, 2021

WHEREAS, at the September 9, 2021 meeting, the Board of Regents proposed new policies for adoption during the October 12-13, 2021, meeting that substantially alter (1) the procedures for the discipline and dismissal of faculty members (8.3.9), (2) the authority of institutions to grant tenure (8.3.7.1), and (3) the standards and process for post tenure review and annual evaluations (8.3.5.1, 8.3.5.4, 8.3.6, 8.3.6.1, 8.3.7.1, and 8.3.7.3). The proposed changes have not been widely circulated to impacted faculty, and the impacted faculty not been given adequate opportunity to comment on proposed change. Further, the student body has not been given adequate opportunity to consider and comment on the impact said language has on the immediate quality of their education, as well as future educational opportunities.

WHEREAS, the proposed language for Board of Regents Policy Manual 8.3.7.1 would alter an institution's authority to grant tenure, and specifically states, "While the Board of Regents has delegated authority for tenure decisions to institution presidents, if an institution is adjudged to be insufficiently rigorous in its enactment of faculty review processes the Board of Regents may move the authority to award tenure to the Board level until institutional processes have been remediated." Said language interferes with our Institution, our president, and our faculty's ability to evaluate and promote our faculty. Removal of our President's ability to grant tenure would endanger institutional accreditation and hinders our Institution's ability to attract instructional talent for concern of perceived potential political interference;

WHEREAS, the proposed language for Board of Regents Policy Manual 8.3.9 would alter the procedures for the dismissal and removal of faculty members, and specifically states "Such removals for cause shall be governed by the following policies on Grounds for Removal and Procedures for Dismissal. A faculty member may also be separated from employment prior to the end of the contract term other than for cause as outlined here, pursuant to other policies of the Board of Regents. Such other policies shall not be governed by or subject to the following policies on Grounds for Removal and Procedures for Dismissal." Said language would remove longstanding procedure and processes for dismissing faculty, depriving them of due process as outlined in the Board of Regents Policy Manual 8.3.9.2, and as such, hinders our Institution's ability to attract instructional talent for concern of arbitrary reprisal due to activities including but not limited to: topic of research, opinionated speech, and research team selection from our student body. Separation without cause in conjunction with deprivation of processes for review and remediation of such action will inescapably result in faculty second guessing their decisions and action, thus potentially restricting their research and instructions to what they believe is acceptable by USG standards. Said language fails to respect faculty members' academic freedom, instructional choices, and freedom of inquiry. As such, advertently or inadvertently, said language would narrow the scope of the student body's learning opportunities by reducing our acclaimed instructional faculty, ipso facto, to demoralized superstitious pigeons;



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THEREFORE, BE IT RESOLVED, that the members of the Undergraduate House of Representatives, and by proxy the entire undergraduate student body at the Georgia Institute of Technology, stands in solidarity with the faculty at the Georgia Institute of Technology that the Board of Regents table further action on the proposed changes till such time that impacted faculty and the USG faculty council may consider and comment upon the proposed changes; and

BE IT FURTHER RESOLVED, that we, the undergraduate student body of Georgia Tech., strenuously object to the proposed language in 8.3.7.1 and removal of the institution's authority to grant tenure; and

BE IT FURTHER RESOLVED, that the members of the Undergraduate House of Representatives, and by proxy the entire undergraduate student body at the Georgia Institute of Technology, strenuously object to the proposed language in 8.3.9 in removing due process in cases of dismissal of USG staff and employees; and

BE IT FURTHER RESOLVED, that the Undergraduate House of Representatives instructs the Secretary of the House shall distribute this resolution to the Faculty Senate of the Georgia Institute of Technology, our district representative and all at-large members from the Board of Regents, and President Ángel Cabrera.

The signatures below indicate that this resolution has been adopted as a statement of the Undergraduate House of Representatives and has been approved by the Undergraduate Student Body President.

Speaker of the House Signature, Rohan Rege

10/05/21

Date

Student Body President Signature, Samuel Ellis

10/05/21

Date