

Resolution Requesting the Board of Regents Permit Necessary Discourse and Study of its Proposed Changes to (1) Procedures for Dismissal of Faculty Members, (2) Institutions' Authority to Grant Tenure, and (3) Post Tenure Review and Annual Review Standards and Process

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);

WHEREAS these proposed changes to the Board of Regents Policy Manual dramatically impact faculty conditions of employment;

WHEREAS these proposed changes have not been widely circulated to impacted faculty, and impacted faculty have not been given adequate opportunity to comment upon these proposed changes;

WHEREAS the USG faculty council is an advisory body for the Chancellor of the University System of Georgia, whose mission is to “to promote and foster the welfare of system faculty through the combined creativity and expertise of faculty representatives from system institutions;”

WHEREAS at the September 24, 2021 informational meeting with Dr. Tristan Denley and Dr. Marti Venn, USGFC members expressed significant concerns regarding the language (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);

WHEREAS given these reservations, the USG faculty council members must have an expanded opportunity to consult with their constituent faculty across the system to provide informed feedback and advice upon the proposed changes;

WHEREAS the next scheduled meeting of the Board of Regents affords insufficient time for USGFC members to gather feedback from their respective constituent faculty and to reconvene as a council to consolidate its feedback and advice, and now, therefore,

BE IT RESOLVED the USGFC respectfully request that the Board of Regents table further action on these proposed changes so that impacted faculty and the USG faculty council may consider and comment upon these proposals.