Franklin College of Arts and Sciences, Faculty Senate
Mary Frances Early College of Education, Faculty Senate

October 7, 2021

Acting Chancellor MacCartney
University System of Georgia

Sachin Shailendra
Chair, Board of Regents

Dear Acting Chancellor MacCartney, and Mr. Shailendra,

I write to you as the current President of the Franklin College of Arts and Sciences Faculty Senate to present you with a resolution that was adopted on October 5th, 2021at our most recent meeting. The measure simply asks the Board of Regents to briefly delaying voting on the proposed changes to the BOR policies affecting tenure and post-tenure review, to give faculty governance bodies across the USG an opportunity to study and respond to the new language.

Your working group may have been meeting since September 2020 to devise the changes to the regulations as the BOR's FAQs said, but faculty across the USG system only learned about them in early September, when they appeared without fanfare on the BOR's September agenda. That left us with very little time to consider and respond to them. We do not even understand, for example, what the problem is that these rule changes seek to fix. The Franklin Senate would appreciate an opportunity to meet in a town hall format with you (and perhaps to save time with representatives of the Mary Frances Early College of Education and the Faculty Conference of the University Council as well).

Still, even if we met in the next two weeks, the Senate's Faculty Affairs Committee would not be able to meet to consider what it learned and how to respond in time to get any proposal on the agenda of the next Senate meeting. The deadline to add an item to the agenda to the November 2

Senate meeting is October 22. I would guess that other faculty governance boards have similarly slow processes, which are meant to ensure all due deliberation on important matters. Given the consequential nature of the proposed changes, we simply ask that you give the representative bodies that have been created to consider and consult on such matters the time to do so. If the BOR could delay its vote on these proposed changes until December at the earliest, all the relevant governance bodies would have the time to consider what the BOR is trying to achieve and whether these rule changes are an appropriate way of achieving it.

I look forward to hearing back from you. If you would let me know when you could meet on Zoom or in person, I'd be happy to coordinate with the presidents of the relevant faculty governance bodies here at UGA.

All the best,

Cindy Hahamovitch
B. Phinizy Spalding Distinguished Professor of History
President, Franklin Faculty Senate

cc. Sherry Gray, Administrative Specialist II, Franklin College
Dean Alan Dorsey, Franklin College of Arts and Sciences
Dean Denise Spangler, Mary Frances Early College of Education
Professor Barbara A. Biesecker, Chair, UGA University Council Executive Committee
Janette Hill, President, Mary Frances Early College of Education Senate

Resolution

Call for Board of Regents to 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 faculty must have an opportunity to consider and comment upon the proposed changes; and now, therefore,

BE IT RESOLVED the Franklin Faculty Senate calls upon that the Board of Regents table further action on these proposed changes so that impacted faculty may consider and comment upon these proposals.