



November 5, 2021

VIA ELECTRONIC MAIL

Acting Chancellor Teresa MacCartney
University System of Georgia
270 Washington Street Southwest
Atlanta, Georgia 30334

Dear Chancellor MacCartney:

Thank you for your letter of November 2 responding to ours of October 25.

You again assert that “due process is and will remain a core tenet of the policy updates to the University System of Georgia’s post-tenure review process.”

In support of that assertion, you cite yet-to-be-released “guidelines and handbook language” on post-tenure review that will include what you characterize as due-process provisions for affected faculty members: “ongoing notice” of unsatisfactory performance, “multiple opportunities to develop and remediate” performance deficiencies, and “multiple opportunities to be heard . . . by a faculty post-tenure review committee.” While these prospective refinements to the post-tenure review policy may be laudable, they have nothing to do with academic due process.

As I apparently failed to make clear in my previous letter, academic due process is the affordance of an adjudicative hearing of record before a faculty body in which the administration bears the burden of demonstrating adequate cause for dismissal. The regents’ changes erased this essential procedural element from the USG’s post-tenure review policy and by doing so severely damaged tenure and academic freedom in Georgia’s public institutions of higher education.

We hope that we can count on your continued cooperation as our investigation moves forward. For information about AAUP censure, see <https://www.aaup.org/issues/academic-freedom/whatisensure>.

Sincerely,

A handwritten signature in black ink, reading "Gregory F. Scholtz". The signature is fluid and cursive, with a long horizontal line extending to the right.

Gregory F. Scholtz, Director
Department of Academic Freedom, Tenure, and Governance

Cc: Professor Matthew L. Hipps, Chair, University System of Georgia Faculty Council
Professor Matthew Boedy, President, Georgia Conference of the AAUP