



Georgia
Tech®



AAUP @ GT
www.aaup.gatech.edu

Who are we?
What do we do?
Why you should join.

Got
Academic
Freedom?

Academic Freedom

Consists of four interrelated elements:

- Freedom to discuss all relevant matters in the classroom;
- *Freedom to explore all avenues of scholarship, research, and creative expression and to publish the results of such work;*
- Freedom from institutional censorship or discipline when speaking or writing as participants in the governance of an educational institution; and
- Freedom from institutional censorship or discipline when speaking or writing as citizens.

What is the AAUP?



- A nonprofit membership association of faculty and other academic professionals.
- Headquartered in Washington, DC, it has members and chapters based at colleges and universities across the country.
- Founded in 1915, the AAUP has helped to shape American higher education by developing the standards and procedures that maintain quality in education and academic freedom in this country's colleges and universities.

AAUP Mission

- Advance academic freedom and shared governance; to define fundamental professional values and standards for higher education
- Promote the economic security of faculty, academic professionals, graduate students, post-doctoral fellows, and all those engaged in teaching and research in higher education
- Help the higher education community organize to make our goals a reality
- Ensure higher education's contribution to the common good

AAUP History

- Formed in 1915 by Arthur Lovejoy and John Dewey.
- Over a century later, the AAUP is still addressing the kinds of abuse that spurred Lovejoy and Dewey to organize the Association.
- Academia has changed a lot since 1915, but there are still people who want to control what faculty members teach and write.
- **Thanks to the AAUP, academic freedom is widely recognized as the fundamental principle of our profession.**
- Despite this acceptance, academic freedom remains vulnerable.
- The attacks are subtle in some cases, but the response must always be decisive.

Who can be members?

- TT faculty
- Non-TT faculty
- Research faculty
- Post-docs
- Graduate students
- Other involved in higher education

What does AAUP do?

- Protects academic freedom and tenure
- Shared governance
- Chapter organizing
- Summer institute
- Webinars
- Research
- Legal program
- Government relations

What does GT AAUP Chapter do?

- We are NOT a union, rather a group of people with common interests to protect the academy and its members
- Monitor and remediate attacks on faculty
 - USG and GT policies
 - PPR
 - RPT
 - Shared governance
 - Covid

• Covid-19 Activities

- Motions at FEB and Faculty senate calling for masks and vaccinations
- Letters to GT administration and USG leadership
- Helped coordinate state-wide actions
 - Petitions (AY 20-21, AY 21-22)
 - Letters to USG and BoR
 - Protests – weeklong at USG institutions
- Result:
 - Mask requirements in AY 20-21, but reversed by governor in AY 21-22

Media Coverage

AJC

- <https://www.ajc.com/education/get-schooled-blog/georgia-state-professors-stop-treating-faculty-as-collateral-damage-in-covid/JEKYR34FXBH7HL6UELIRZ22YEM/>
- <https://www.ajc.com/education/get-schooled-blog/in-campus-covid-battles-veteran-professors-lead-the-charge/WLALMKN2DVGQNFTFIK4PC3ZJ2A/>

WABE / GPB

- <https://www.wabe.org/some-ga-college-professors-push-for-schools-to-have-more-autonomy-when-it-comes-to-mitigating-covid-19/>
- <https://www.gpb.org/news/2020/07/06/not-safe-georgia-tech-faculty-fight-back-against-in-person-classes-fall>

Inside Higher Education

- <https://www.insidehighered.com/news/2021/09/09/crazy-catch-22-professors-georgia>



Assault on Tenure

- GT and State-wide actions
 - Created petitions to USG
 - Rallies
 - Motions before FEB
 - Letters to USG and BoR
 - Coordinated protest at October BoR meeting with Georgia AAUP conference and United Campus Workers of Georgia
- Results:
 - “Removal without cause” removed from BoR policies
 - AAUP warning letter before BoR policy vote
 - Report published: USG Eviscerates Tenure
<https://www.aaup.org/news/university-system-georgia-eviscerates-tenure#.YbIVur3MKbg>
 - Censure investigation underway

Media Coverage

- Chronicle of Higher Education
 - <https://www.chronicle.com/article/over-aaup-and-faculty-objections-georgia-regents-approve-changes-in-post-tenure-review>
- Inside Higher Education
 - <https://www.insidehighered.com/news/2021/10/04/tenure-under-threat-georgia>
 - <https://www.insidehighered.com/news/2021/10/13/georgia-board-set-vote-controversial-tenure-changes>
 - <https://www.insidehighered.com/quicktakes/2021/10/14/georgia-regents-approve-controversial-tenure-policy-changes>
- AJC
 - <https://www.ajc.com/education/georgia-board-of-regents-approves-changes-to-its-post-tenure-review-guidelines/KC4L3C4HKNGQ5HZIXDNP5PLP7I/>
- New York Times
 - <https://www.nytimes.com/2021/10/13/us/georgia-university-system-tenure.html>



- Faculty governance

- AAUP president as non-voting member of FEB
- Monitoring GT policies
- Letters to GT administration
- Motions before FEB and F

Statewide AAUP activities

- State-wide conference meetings once a semester
- Coordination of letters, petitions, and protest rallies
- Advocacy with state and federal representatives
 - Result: Biden Executive order applied to universities
- Advocacy with SACS
- Contact with AAUP national

Current Priorities at GT

- Academic Freedom
- Faculty Conduct: Sanctions less than dismissal
- BoR 8.3 Changes

Academic Freedom in GT Handbook

Academic freedom is the indispensable condition for unfettered teaching and research in institutions of higher education. It is also a requisite for the success of an institution in fulfilling its obligations to its students and to society. Therefore, Georgia Tech faculty members are entitled to and guaranteed full academic freedom.

The academic freedom of faculty members consists of four interrelated elements:

- freedom to discuss all relevant matters in the classroom;
- freedom to explore all avenues of scholarship, research, and creative expression and to publish the results of such work;
- freedom from institutional censorship or discipline when speaking or writing as participants in the governance of an educational institution; and
- freedom from institutional censorship or discipline when speaking or writing as citizens.

Faculty Conduct

- As mentors, educators, colleagues, and supervisors, members of the Faculty understand that their actions impact others in the Georgia Tech community. To foster a campus climate that is positive, inclusive, productive, and ethical, the Faculty endorse the Institute's core values and the need to maintain high standards of professional conduct.
- All Georgia Tech personnel are expected to act professionally, ethically, and responsibly and to abide by the rules and policies of Georgia Tech and the University System of Georgia Board of Regents (BOR). The BOR Policy Manual Section 8.2 General Policies for all Personnel includes Section 8.2.18 Personnel Conduct, which discusses the Ethics Policy, the Code of Conduct, Conflicts of Interest, and other topics.
- Concerns regarding a failure by Faculty to abide by these standards governing faculty conduct (including violations of USG or Institute policies) will be addressed with appropriate measures.

Sanctions less than Dismissal added to Faculty Handbook

- Sanctions short of dismissal may be considered.
- Furthermore, faculty members who do not abide by the standards governing faculty conduct may face corrective actions and sanctions short of dismissal. The purpose of such corrective actions and sanctions short of dismissal is to provide Faculty members with opportunities to address concerns and improve performance. Continued issues should be addressed through escalating corrective actions and sanctions, including dismissal or tenure revocation.
- Corrective actions include coaching, counseling, and training. Sanctions short of dismissal include the following progressive actions: verbal warning; written warning; modification of duties with no change in pay; reduction in duties with corresponding reduction in pay; suspension.
- In imposing sanctions, the burden of proof lies with the Institute.



BoR 8.3 Changes

- Annual reviews including Administrators
- Student success
- RPT
- PPR
- Corrective PTR

BoR 8.3 Changes Path Forward

- Gathering stakeholder input
- Drafting concepts
 - Obtain Feedback
- Draft documents
 - Obtain Feedback
- Approval
 - Stakeholders
 - USG
- Implement

Ready to join?



- <https://www.aaup.org/membership/join>
- Be sure to list Georgia Institute of Technology as your chapter Enter a credit card number for automatic renewal
- Let us know you have joined, so that we can put you on our email list and Slack channel
 - gtaaup@gmail.com



Thank you

Any questions?