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GEORGIA CONFERENCE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

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June 28, 2002

Dear President Clough,

The national office of the AAUP has requested that I contact you regarding concerns that Professor Theodore Hill has raised with the Association.

Specifically, Professor Hill informs us that on March 3, 1999, you ordered new annual evaluations of his performance (as instructed by the Board of Regents on February 10, 1999), subsequent to the report of August 7, 1998 by the Faculty Status and Grievance Committee, a copy of which has been provided to the Association. The re-evaluations for calendar years 1996 and 1997 by the external reviewers placed Dr. Hill approximately in the top ten in his department those years; the report submitted by Professor Richard Serfozo on September 20, 1999 states that "I would rank Professor Hill's record as being within the top five to ten in his School."

The annual performance evaluations in his department for calendar year 1996 were administered in Spring 1997, and corresponded to salary raises beginning FY 1998; similarly, the evaluations for 1997 corresponded to the raises for FY 1999. Professor Hill reports that his raises for FY 1998 and FY 1999 were 4.93% and 3.93%, respectively. Professor Hill further informs us that the medians for the top ten raises in the School of Mathematics for FY 1998 and FY 1999 were 13.06% and 15.00%, respectively.

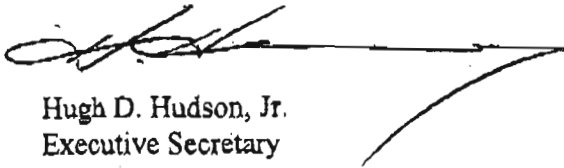
Following the external re-evaluations for 1996 and 1997, Provost Michael Thomas ordered an upward adjustment in Professor Hill's salary of \$4,350 (approximately 5.8%) effective FY 2000. No adjustments retroactive to the years corresponding to the replaced evaluations, namely FY 1998 and 1999, were made. Moreover, according to Professor Hill, the 5.8% correction is not consistent with the quoted median top ten raises for each of those years. Since his future Georgia Teacher's Retirement System pension is currently based on his salaries for 1999 and 2000, the uncorrected FY 1998 and FY 1999 salaries significantly reduce his prospective retirement salary.

It is Professor Hill's contention that his salaries for those two years were never made commensurate with the corrected evaluations (either in time or in magnitude) as required by the Board of Regents Policy Manual, Section 803.1402. Rather, according to Professor Hill, this failure to make the salary adjustment commensurate with performance evaluations constitutes retaliation for his exercise of his rights to utilize the grievance procedure of the Georgia Institute of Technology and the Georgia Open Records Act.

The 1940 Statement of Principles on Academic Freedom and Tenure declares that "When [faculty] speak and write as citizens, they should be free from institutional censorship or discipline . . ." The Association is thus concerned that the above cited disproportionality might be an effort to discipline Professor Hill for exercising his rights, and might therefore constitute a violation of Academic Freedom.

Charges of violation of Academic Freedom are of great import. We understand that to this point we have not heard the position of the administration of Georgia Tech. We would accordingly appreciate your informing the Association of your understanding of the facts of the case so that a proper resolution of this matter can be obtained.

Sincerely yours,



Hugh D. Hudson, Jr.
Executive Secretary