

March 29, 2002

Dr. G. Wayne Clough
Office of the President
Campus 0352

Dear President Clough,

The Faculty Status and Grievance Committee has received a grievance from Professor Ted Hill of Mathematics. It names as its targets a number of figures in the Institute's Office of Legal Affairs and administration, leveling serious charges at them. The Committee would like to offer you its view of the case at this time.

After a number of very difficult discussions, the Committee has declined to accept the grievance against those named: Randy Nordin (Chief Legal Advisor of Georgia Tech), Pamela Rary (Senior Attorney, Office of Legal Affairs), Kate Wasch (Senior Attorney, Office of Legal Affairs), Professor Gary Schuster (Dean of COS), and Professors Shui-Nee Chow and Alfred Andrew (School of Mathematics). We have chosen to do so *not* because we believe the grievance lacks merit; indeed, a history of prior problems and this Committee's previous investigations suggest that concerns outlined in the grievance might still need to be addressed. However, we have reason to believe that investigating Professor Hill's allegations adequately might require powers beyond those of the Committee, would involve far more resources in time and expertise than are available to the Committee, and might involve the Committee in actions that could bulk beyond the bounds of regular faculty governance.

We believe that Professor Hill's grievance does have some merit. We would note that, because of circumstances in the School of Mathematics, he has felt compelled to file grievances before (for example, in 1998 and 1999), and the FSGC has in those instances made some recommendations in support of his complaints. At one point the Committee even noted, as Professor Hill's new grievance reminds us, that some statements made by the Office of Legal Affairs in these earlier investigations were "patently false." The current grievance grows out of those prior events, as Hill has managed to obtain new materials through the Open Records Act, and it specifically charges a pattern of obstructions of the grievance and audit processes—obstructions that, to this Committee, would appear to be legally prosecutable—as well as attempts at intimidation.

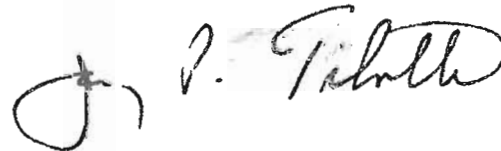
Because these charges are so very serious and would require many people working many hours to begin to sift through, we feel this is an investigation we, as regular teaching and research faculty, are unequipped for and unable to handle. As one Committee member noted, "our plate is already full," and this grievance would seem to be far more complex than any other we have undertaken and to involve many more interviews and sifting through files than we could

possibly accomplish in an expeditious manner. Moreover, it asks for the "reinvestigation" of all of Professor Hill's prior grievances in light of the new information he has obtained and that which might surface at this point. There simply are not enough people on the Committee to begin to accomplish what he asks.

In light of the enormity of the task and what the Committee sees as being involved in it, then, we believe the charges justify forming a special committee or group, preferably from outside the Institute, to explore them fully. And we would recommend that group have extraordinary powers so that the Institute's Office of Legal Affairs could not, at least as Professor Hill claims has happened in the past, obstruct the investigation or intimidate the investigators. We are, at the same time, advising Professor Hill that, while we support his call for further investigation and action, he might be best served by pursuing a legal remedy. Our hope, however, is that you might be able to address these concerns by commissioning another and more powerful sort of internal investigation.

The Committee does believe that further action is warranted in this case and urges you to commission an outside individual or group with the appropriate powers to finally put these issues to rest. We look forward to seeing your response to this recommendation.

Sincerely,



Jay P. Telotte, Chair
Faculty Status and Grievance Committee

Cc: Professor Ted Hill