



**BOARD OF REGENTS OF
THE UNIVERSITY SYSTEM OF GEORGIA**

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October 14, 2021

Dr. Catherine Fowler
Presiding Officer, University Senate
Georgia College & State University
sent via email

Dear Dr. Fowler,

Thank you for your feedback regarding the post-tenure review updates presented to the Board of Regents in August and September of this year. I appreciate your communication to ensure a meaningful update to post-tenure review.

Higher education has experienced tremendous change in the past 25 years, but the University System of Georgia's post-tenure review process has remained largely unchanged since it was first adopted by the Board of Regents in 1996. With that in mind, a working group of USG faculty, campus leaders, system administrators and Regents began work in September 2020 to review the current policy and practice and consider how best to update the process. After much consultation and work, the group released its recommendations in June 2021 and presented to the Board at the August meeting. Overall, the recommended changes aim to support career development for all faculty and ensure accountability and continued strong performance from tenured faculty members. This includes adding student success to the evaluation process because student success is a top priority for the system.

Proposed new policy language was presented as an informational item to the Board at the September meeting to allow for comment and feedback before formal approval. We meet regularly with the USG Faculty Council's executive leadership, but it is also important to give an opportunity for all our faculty representatives to provide their thoughts. To that end, we met with the full USG Faculty Council on Friday, September 24, to discuss the proposed new policy language. Since then, we have also held virtual town-hall meetings with other campus faculty groups across the system. Several additional meetings with campus Faculty Senates are already arranged.

The comments we received resulted in important revisions to the original language addressing many of the concerns you and other faculty have expressed. I believe these alterations signal we have listened to and incorporated that feedback in substantive ways.

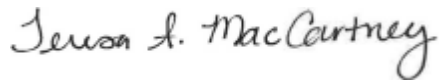
It has always been our practice for each institution to establish clear and transparent policies for annual and post-tenure review. As we move forward, the development of the policies to implement these changes will

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be no different. Their establishment will engage each institution at all levels of the academic affairs organization and faculty governance.

Thank you again for reaching out to me with your concerns and for the work you do on behalf of our students.

Sincerely,



Teresa MacCartney
Acting Chancellor, University System of Georgia

cc: President Cathy Cox, Georgia College & State University