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# GEORGIA CONFERENCE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Hugh Hudson, Executive Secretary  
Department of History  
Georgia State University  
P.O. Box 4117  
Atlanta, GA 30302-4117  
404/651-1424  
hhudson@gsu.edu

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GEORGIA TECH  
LEGAL AFFAIRS

November 19, 2002

Dear President Clough,

On June 28 of this year I wrote to you on behalf of the American Association of University Professors regarding concerns the Professor Theodore Hill has raised with the Association with respect to alleged retaliation against him for use of the grievance procedure of the Georgia Institute of Technology and the Georgia Open Records Act. As I stated in said letter, the Association has not heard the position of the administration of Georgia Tech on this matter. Regrettably I have not received a response from you. I would, if possible, like to avoid having to inform the national office that the administration is not interested in providing the Association with its understanding of the facts of the case. Hence I write to you again.

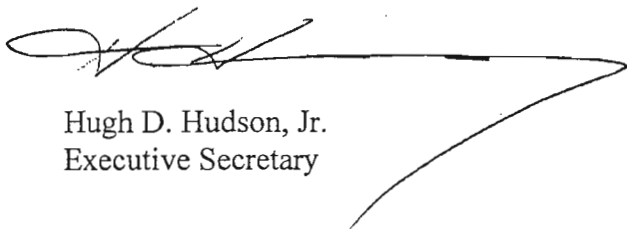
As you are aware, since my letter of June 28, the Board of Regents of the University System of Georgia conducted, under orders from the Office of the Attorney General and upon direction of the Office of the Governor, an investigation into Professor Hill's allegations. As part of its findings, the investigative reports states that "some corrective action was taken regarding his raise" as opposed to the "full corrective action" taken with regard to his evaluation. The report further concludes that **"The ORA does not address issues related to retaliating against employees who use it."**

It is my sincere hope that the administration of Georgia Tech, one of the premier universities in our nation, does not content itself with "some corrective action." Nor, I trust, would the administration rely on the defense proffered by the Investigative Report that the Open Records Act does not address retaliation against employees who use the Act. Retaliation is clearly a violation of Academic Freedom as set forth in the 1940 Statement of Principles on Academic Freedom and Tenure: "When [faculty] speak and write as citizens, they should be free from institutional censorship or discipline . . . ."

In addition, we have been informed that Professor Hill was placed on involuntary unpaid leave this semester after having his requests to be allowed to participate in international conferences at the beginning of the semester denied. Given the concerns above, such an action raises serious new questions regarding possible retaliation for the exercise of protected speech.

Again, we request hearing the position of the administration of Georgia Tech. Hearing none, I can regrettably only report to the nation office that the administration supports the argument set forth in the Investigative Report and further supports the latest actions with respect to unpaid leave.

Sincerely,

A handwritten signature in black ink, appearing to read "H. Hudson, Jr.", with a long horizontal flourish extending to the right.

Hugh D. Hudson, Jr.  
Executive Secretary

cc: Mary Burgan, AAUP General Secretary  
Thomas Meredith, Chancellor, University System of Georgia

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