Steve McLaughlin
September 23, 2022
All-Faculty Town Hall Recap

Dear Colleagues:

Yesterday's town hall provided us a solid start on our communications for fall semester where I shared updates on several topics, followed by Q&A and discussion. Many thanks to all of you who could join and for your engagement. For those of you who missed it, a recording is available here, with closed captioning coming early next week. I'll be hosting a series of 14 listening sessions in the Colleges, and I hope to see you there. These sessions will be announced as scheduled. For all of you, I wanted to follow up with a high-level overview of some of the topics we covered.

We say this every fall, but once again, this is an exciting time for the Georgia Tech community. We have some big changes on campus, including the John Lewis Student Center and Stamps Commons. Construction is underway for Science Square on the south side of campus, as well as Tech Square Phase 3 to be home to the H. Milton Stewart School of Industrial and Systems Engineering, and graduate and executive education for the Scheller College of Business.

Expanding Access
Tech's enrollment strategy is coming to life before our eyes. The strategy is part of our commitment in our strategic plan to expand access to a Georgia Tech education. More than 18,400 undergraduates are enrolled this fall, and 40 percent of our degree-seeking undergraduates are women. We have 4,693 new first-year and transfer students, including a record number of Black, Hispanic, and first generation students, and women. More than a quarter of Tech's new students are transfers.

Resources for Learning and Teaching
To meet the needs of these students and support our faculty and staff, we are making new investments in people. We have allocated $11 million for 87 new faculty and staff positions across the Institute. We also have one-time support from the University System of Georgia USG for fiscal year 2023 for fall enrollment increases, at a time when most USG institutions are experiencing enrollment decreases.

Faculty Compensation Adjustments
At the town hall we talked about the recent faculty compensation adjustments, part of a comprehensive review of Tech's compensation program designed to address the goal of providing a rewarding employee work experience. Input to align faculty members' salaries with the market included faculty salaries at peer institutions, benchmarking other Association of American Universities institutions as identified by the deans, an independent compensation study, and an employee census.

Post-Tenure Review and Annual Review Process
As you know, over the past year we have been working together to revise our annual review and post-tenure review processes in response to Board of Regents' policy changes that impact faculty evaluation. Steering committee members have collected input and involvement from a broad spectrum of the community including students, faculty, and administrators. Part of the

communication process includes clarifying which elements have been required by the USG and which ones provide flexibility for customization. We hope you will continue to be engaged in the process. Ongoing updates will be published on the [Faculty Affairs website](#).

Academic Freedom – Freedom of Expression
In August, we launched a new [Academic Freedom and Freedom of Expression web hub](#) on the Office of the Provost website. I encourage you to become familiar with it. It includes links to various resources that list our commitment to academic freedom. Georgia Tech's commitment to academic freedom and freedom of expression is rock solid. It's in our policy library, it's in our strategic plan, and it's woven throughout our culture. We protect freedom in academic instruction, research, and publication, and as individuals.

Transformative Teaching and Learning
Another one of our commitments is to developing a transformative teaching and learning strategy with faculty input. We have a vision for all students to participate in meaningful experiential learning, including high-impact practices, transformative classroom experiences, and community connections. In his new position as senior vice provost for Education and Learning, Larry Jacobs and his team are leading that effort.

New Academic Unit Around Lifetime Learning
We shared a message earlier this month about exploring the creation of a new academic unit around lifetime learning. Lifetime learning is a concept we've been exploring at Georgia Tech for several years. It is an opportunity like never before to serve all learners in new and innovative ways. Members of the proposed academic unit would expand research on learning innovation, hire faculty and develop curriculum on related topics, and provide services and support to learners from all phases of life. Throughout the exploration process, we welcome your input.

I've touched on some updates and concepts that we feel are important to faculty. As part of my commitment to ongoing, two-way communication, I look forward to listening sessions in the Colleges and units in the coming weeks and months, as we have done before. I value your insights. As always, if you have concerns or questions, or want to share ideas, reach out to your school chairs or deans, and our team in the Office of the Provost, including me. We are committed to your success.

Sincerely,

Steve McLaughlin
Provost and Executive Vice President for Academic Affairs