### Comparison of Proposed New Policy Statements with the Current Statements

<table>
<thead>
<tr>
<th>Proposed New</th>
<th>Current</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5.10.1 Introduction</strong></td>
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</tr>
<tr>
<td>Tenured Faculty members, or nontenured Faculty members before</td>
<td>Tenured Faculty members, or nontenured Faculty members before</td>
</tr>
<tr>
<td>the end of their contract term, may be dismissed for any of the</td>
<td>the end of their contract term, may be dismissed for any of the</td>
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<tr>
<td>following reasons set out in Section 17.3.2 provided that the</td>
<td>following reasons provided that the Institute has complied with</td>
</tr>
<tr>
<td>Institute has complied with procedural due process requirements.</td>
<td>procedural due process requirements.</td>
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<tr>
<td>- Conviction or admission of guilt of a felony or a crime</td>
<td>- Conviction or admission of guilt of a felony or a crime involving</td>
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<tr>
<td>involving moral turpitude during the period of employment or prior</td>
<td>moral turpitude during the period of employment or prior thereto if</td>
</tr>
<tr>
<td>thereto if the conviction or admission of guilt was willfully concealed;</td>
<td>the conviction or admission of guilt was willfully concealed;</td>
</tr>
<tr>
<td>- Professional incompetence, neglect of duty, or default of academic</td>
<td>- Professional incompetence, neglect of duty, or default of academic</td>
</tr>
<tr>
<td>integrity in teaching, research, or scholarship;</td>
<td>integrity in teaching, research, or scholarship;</td>
</tr>
<tr>
<td>- Sale or distribution of illegal drugs, teaching under the influence of</td>
<td>- Sale or distribution of illegal drugs, teaching under the influence</td>
</tr>
<tr>
<td>alcohol or illegal drugs, or any other use of alcohol or illegal drugs</td>
<td>of alcohol or illegal drugs, or any other use of alcohol or illegal</td>
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<tr>
<td>which interferes with the Faculty members performance of duty or</td>
<td>drugs which interferes with the Faculty members performance of duty</td>
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<tr>
<td>responsibilities to the Institute or to their profession;</td>
<td>or responsibilities to the Institute or to their profession;</td>
</tr>
<tr>
<td>- Physical or mental incompetence as determined by law or a medical board</td>
<td>- Physical or mental incompetence as determined by law or a medical</td>
</tr>
<tr>
<td>of three or more licensed physicians and reviewed by the Faculty Status</td>
<td>board of three or more licensed physicians and reviewed by the Faculty</td>
</tr>
<tr>
<td>and Grievance Committee;</td>
<td>Status and Grievance Committee;</td>
</tr>
<tr>
<td>- False swearing with respect to official documents filed with the</td>
<td>- False swearing with respect to official documents filed with the</td>
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<tr>
<td>Institute;</td>
<td>Institute;</td>
</tr>
<tr>
<td>- Disruption of any teaching, research, administrative, disciplinary,</td>
<td>- Disruption of any teaching, research, administrative, disciplinary,</td>
</tr>
<tr>
<td>public service, or other authorized activity.</td>
<td>public service, or other authorized activity.</td>
</tr>
</tbody>
</table>

| **5.10.5 Relief from Duties during Dismissal Proceedings**                 | **5.10.5 Relief from Duties during Dismissal Proceedings**              |
| The President in consultation with the Executive Board shall determine    | The President in consultation with the Executive Board shall determine  |
| whether a Faculty member confronted with a dismissal charge shall be       | whether a Faculty member confronted with a dismissal charge shall be     |
| temporarily relieved of duties.                                            | temporarily relieved of duties.                                        |

Unless legal considerations forbid, any such relief from duties will be with pay.
<table>
<thead>
<tr>
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<th>Current</th>
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</table>
| No further changes proposed in Section 17.3.2 | **17.3.2 Grounds for Removal**

**The Policy Manual of the Board of Regents, April 2011, Section 8.3.9.**

The President may at any time remove any faculty member or other employee of Georgia Tech for cause. Cause shall include willful or intentional violation of the policies of the Board of Regents or the Statutes of Georgia Tech. Further causes or grounds for dismissal are set forth below.

A tenured faculty member or a non-tenured faculty member, before the end of his/her contract term, may be dismissed for any of the following reasons provided that the Institute has complied with procedural due process requirements:

- Conviction or admission of guilt of a felony or of a crime involving moral turpitude during the period of employment--or prior thereto if the conviction or admission of guilt was willfully concealed;
- Professional incompetency, neglect of duty, or default of academic integrity in teaching, in research, or in scholarship;
- Unlawful manufacture, distribution, sale, use or possession of marijuana, a controlled substance, or other illegal or dangerous drugs as defined by Georgia laws; teaching or working under the influence of alcohol which interferes with the faculty member's performance of duty or his/her responsibilities to the Institute or to his/her profession; (BR Minutes, 1989-90, pp. 384-385).
- Conviction or admission of guilt in a court proceeding of any criminal drug offense; (BR Minutes, 1989-90, pp. 384-385).
- Physical or mental incompetency as determined by law or by a medical board of three or more licensed physicians and reviewed by a committee of the faculty;
- False swearing with respect to official documents filed with the Institute;
- Disruption of any teaching, research, administrative, disciplinary, public service or other authorized activity;
- Such other grounds for dismissal as may be specified in the Statutes of the Institute.