The Roadmap to Tenure

College of Sciences

April, 2011
Definitions of Reappointment Reviews

- **Administrative Review** – Progress is reviewed solely by the unit level committee and/or Chair. (By Chair only, if positive.)

- **Critical Review** – Progress is reviewed on three levels:
  - the School Committee and School Chair;
  - the College Committee and Dean;
  - the Provost’s Committee, Provost, and President.
Definitions of Reappointment Reviews

- Administrative Review – Progress is reviewed solely by the unit level committee and/or Chair. (By Chair only, if positive.)
  - Normally yearly.

- Critical Review – Progress is reviewed by three levels:
  - the School Committee and School Chair;
  - the College Committee and Dean;
  - the Provost’s Committee, Provost, and President.
  - Normally in the third year
School RPT Committees

- Official vote of school is RPT Committee vote. It is recorded on front page of package.

- Some schools have votes of tenured faculty but some do not.

- Chair’s recommendation is also recorded and is separate from committee vote.

- Procedures of school committee set by unit.
Dean’s Committee Procedures

- One senior faculty member from each school
- Each case assigned a primary reviewer (committee member from outside school) and secondary reviewer (member from candidate’s school)
- Open discussion after two reviews.
- Deans attend but do not participate in discussion (listen and take notes)
- No vote from home department.
Provost’s Committee Procedure

- Consists of deans and several senior faculty (two faculty from College of Sciences).
- Dean presents cases from his or her college.
- Open discussion and then vote by committee.
- Provost and President make recommendations separate from Provost’s Committee.
Step 1: 3rd Year Critical Review

- Same package as Tenure excluding the external letters.
- Reviewed by
  - The School Committee and Chair
  - The College Committee and Dean
  - The Institute Committee, Provost and President.
# Reappointment Cover Sheet

**ADMINISTRATIVE ACTION:** Indicate by “X”. Committees indicate by number of votes.

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<th>COMMITTEE</th>
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**REAPPOINTMENT DECISION:** ______________________________________________________________

College of Sciences
There are four possible outcomes of a Critical Review:

- **Reappointment** (2007 57%, 2008 38%, 2009 47%, 2010 71%, 2011 65%)
- **with Counseling** (2007 29%, 2008 46%, 2009 34%, 2010 19%, 2011 14%)
- **with Warning** (2007 14%, 2008 8%, 2009 13%, 2010 10%, 2011 12%)
- **Nonreappointment** (2007 0, 2008 8%, 2009 7%, 2010 0, 2011 0)

In CoS, a decision of "with counseling" or "with warning" requires going through critical review again the following year.

(2007 - 5 of 14 were re-evaluations from 2006, 2008 6 of 13, 2009 8 of 15, 2010 6 of 21, 2011 3 of 17)
P&T Cover Sheet

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College of Sciences
5th Year in Tenure Track

- The 5th tenure track year is the earliest year a faculty member with no probationary credit towards tenure can be considered for tenure.
- Faculty who have accelerated their progress towards tenure may be rewarded with an ‘early’ tenure decision.
- To receive ‘early’ tenure, the case must be exceptional.
- The Dean’s and Provost’s Committees will ask: “Why early?”
6th Year in Tenure Track

- All tenure track faculty should be considered for tenure in their 6th tenure track year.
- If the tenure decision is positive, then no further review is required.
- If the tenure decision is not positive, then the faculty member will automatically receive a non-reappointment letter in April and could be considered again in 7th year.
Tenure Statistics

From 2000-2011

- 73 of 79 assistant professors who went up for tenure received tenure.
- 18 of 19 associate professors who went up for tenure received tenure.
- 1 full professor who went up for tenure was denied tenure.
Tenure Statistics

- **From 2000-2011**
  
  - 73 of 79 assistant professors that went up for tenure received tenure.
  
  - 18 of 19 associate professors that went up for tenure received tenure.

- **Hard to get statistics from time of hire.**
  
  - Some are hired away by other universities, some have career changes, some leave after critical review. In *all* rank categories, the probability that faculty leave within 10 years for reasons other than retirement is $\sim 18\%$
Probationary Credit …..

- Is awarded at the time of hire
- Is awarded for service in a tenure track position at another institution.
  - postdocs may get credit, but must be a teaching postdoc.
- Can receive 1, 2, or 3 years credit.
- Only shortens the earliest date to be awarded tenure, but the latest date remains the same.
- Even those with probationary credit from service elsewhere must have a critical review.

College of Sciences
Breaks in Service

- Institute approved break in service within the academic year
  - The tenure clock *may* stop, thus extending the probationary period by one year. This is decided prior to the break in service.

- If a faculty member stops their clock
  - Extension of the Probationary Period – Faculty Handbook Section 27.2.
  - Subsequent reviews will reflect the number of years in tenure track and not the total number of years.
  - The stopping of the clock is at the discretion of the President. This decision is made in consultation with the School Chair.
Promotion to Full Professor

- Much more difficult to define expectations
  - Evidence of national and international reputation
  - Evidence of successful research program that has had impact on field
  - Transition from “teacher” to “educator”
  - Higher expectations for “service”

- From 2000-2011:
  - 52 of 57 of associate professors that went up for full professor were promoted.
RPT Calendar

- Will be set late spring each year.
- Schools each set their own dates prior to the College level deadlines
- Next year’s deadlines for packages to the College:
  - Promotion and Tenure – Early November, 2011
    - Decisions announced in February 2012
  - 3rd Year Critical Reviews – Early February, 2012
    - Decisions announced in late April 2012
Some advice:

- Have someone in your school who has served on Dean’s committee look over your package.
- Make vitae easy to understand (use Institute format if at all possible).
- Take teaching evaluation seriously (In CoS both student evaluations and DOTE reports required).
- Use CETL if having problems in teaching.
- Network at conferences.
- Insist on feedback and take it seriously.
Resources:

- First-year mentor
- ADVANCE
- Dean’s office & Joe Montoya, CoS mentoring coordinator
- Senior colleagues
- Professional society
- DOTE
- CETL
- Faculty Handbook
  - [http://www.academic.gatech.edu/handbook/](http://www.academic.gatech.edu/handbook/)