

The Roadmap to Tenure



College of Sciences

April, 2011



R151

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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.

	REAPPOINTMENT						
					ABSENCES		
	YES	YES W/C	YES W/W	NO	REQ	OTHER	ABSENCE SCHOOL
COMMITTEE							
SCHOOL CHAIR							
COLLEGE COMMITTEE							
DEAN							
INSTITUTE COMMITTEE							
PROVOST							
PRESIDENT							

REAPPOINTMENT DECISION: _____

3rd Year in Tenure Track

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

ADMINISTRATIVE ACTION: Indicate by "X". Committees indicate by number of votes.

	TENURE			
	YES	NO	ABSTAIN	ABSENT
SCHOOL COMMITTEE				
SCHOOL CHAIR				
COLLEGE COMMITTEE				
DEAN				
INSTITUTE COMMITTEE				
PROVOST				
PRESIDENT				

	PROMOTION			
	YES	NO	ABSTAIN	ABSENT
SCHOOL COMMITTEE				
SCHOOL CHAIR				
COLLEGE COMMITTEE				
DEAN				
INSTITUTE COMMITTEE				
PROVOST				
PRESIDENT				

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 ~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.

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 **DOT**E 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/>