Career Development:
Promotion and Tenure at Georgia Tech
RPT Timeline From Assistant to Associate

- Year 1: Fall
  - Administrative Reappointment

- Year 2
  - Critical Review Submission

- Year 3
  - Early P&T Submission

- Year 4
  - Normal P&T Submission
  - Last Chance P&T Submission

- Year 5: Fall

- Year 6

- Year 7

Note: The timeline is a general guide and may vary depending on the specific institution or department.
Criteria

Teachers and Educators: excellent teaching, course and curriculum development, mentoring students, developing teaching materials

Creativity: publications, creative work, creative educational contributions, artistic, creations, external recognition of creative work

Service: service to students, academic community, Institute, community and professional community; professional education

[GT Faculty Handbook Section 3.3.2]
Candidate’s RPT Documentation:
- personal statement
- CV
- samples of work selected
- educational effectiveness
- suggestions of reviewers, etc

Letters of evaluation from external referees, at least 5 letters.¹

¹Third-year review does not require external letters.

²Some schools also have Area Committees, who review the impact of the scholarly & creative works.
Other Processes

• **Tenure Alone**
  o Exactly the same as just described

• **Promotion from Associate to Full Professor**
  o Exactly the same as just described, with higher levels of expectation on performance

• **Periodic Peer Review** (every five years after last promotion)

• **Regents’ Professor or Researcher**
Your Individual Development Plan

The IDP Process

1. Conduct self-assessment & identify areas for progress
2. Discuss self-assessment, resources, and opportunities with Mentor
3. Set goals for upcoming year & share with Mentor
4. Implement plan, track progress, and revise plan as necessary

Georgia Tech IDP Templates for Graduate Students and Post Docs:
http://ctl.gatech.edu/resources/best-practices/IDPs
Panel Discussion: RPT Strategies and Advice

Betsy DiSalvo
Associate Professor, School of Interactive Computing

Patrick McCarthy
Professor, School of Economics

Jerry Seitzman
Professor, Guggenheim School of Aerospace Engineering
Package: Clarifications & Guidance

• Faculty Handbook, Section 3.2.2
• Guidance on the Promotion and Tenure Process (note: this is for administrators, but it will be helpful)
Career Development Resources

1) Teaching: Center for Teaching (CTL) and Learning

2) Research:
   • Within colleges (Associate Deans for Research)
   • EVPR
   • Some training offered by Office of Sponsored Research

2) Professional Development (mentoring, time management, leadership): Faculty Development

3) Professional Exposure: Resources are within schools/colleges

4) Responsible Conduct of Research: rcr.gatech.edu

5) Writing and Communication: CTL, Communications Center, and Language Institute
Helpful Resources

- Faculty Handbook, Section 3.2.2
- May 26, 2017 Memo on the Implementation of the Promotion Process
- Waiver of Right to Access Confidential Information
- Statement of Completeness
- CIOS Scores Table.
- CIOS Normative Data from 2001-Present
- External Reviewer List
- Guidance on the Promotion and Tenure Process
- College of Engineering RPT Resources
- Faculty Affairs Promotion & Tenure Page
College RPT Contacts:

- **College of Design**: Michelle Rinehart
- **College of Computing**: Beki Grinter or Marcus Johnson
- **College of Engineering**: Kim Kurtis or Terri Lee
- **College of Sciences**: Matt Baker or Erin Nagle
- **Ivan Allen College of Liberal Arts**: Carol Colatrella or Joanna Jeskova
- **Scheller College of Business**: Saby Mitra
Questions?

Please contact:

**Bonnie Ferri**
Bonnie.Ferri@gatech.edu

**Leslie N. Sharp**
Leslie.Sharp@gatech.edu