**RP&T PROCEDURES IN EAS: PROMOTION TO ASSOCIATE AND TENURE**

The procedures for reappointment, promotion, and tenured (RP&T) used by the School of Earth and Atmospheric Sciences (EAS) when considering assistant professors for promotion to associate and for tenure are detailed in this document. Normally, candidates apply for promotion and tenure at the same time, and these applications are considered simultaneously. There can be circumstances where only one is applied for, or circumstances where both are applied for but the outcomes differ. However, the same procedures are used in any case.

EAS follows the procedures required by the College of Science (CoS), which are detailed at the web site:

[http://www.cos.gatech.edu/facultyres/promotion-tenure.](http://www.cos.gatech.edu/facultyres/promotion-tenure)

This document presents the procedures followed by EAS and includes those required by CoS.

1. **Overview**

The application for promotion and tenure requires a comprehensive review of the candidate’s accomplishments in research, teaching, and service. Outside letters of recommendation are solicited from experts in the candidate’s field. In general, a strong tenure application demonstrates an excellent record of publication, funding, and teaching.

* 1. **Process.** The review is a multi-level process with each level of reviewers making an advisory recommendation to the next level in the following order:
* Reappointment, Promotion, and Tenure (RP&T) committee in EAS
* EAS tenured faculty
* EAS Chair
* College of Sciences Dean’s RP&T committee
* Dean of the College of Science
* Provost’s RP&T committee
* Provost
* President of the Institute
* Board of Regents

Each level makes a recommendation for or against promotion and for or against tenure. Votes of both the EAS tenured faculty and the RP&T committee are recorded for all cases. The final decision on both matters is made by the Board of Regents.

* 1. **Coordination.** The application for promotion and tenure requires coordination among the following persons and committees in EAS:
     + The candidate
     + The Chair
     + RP&T committee
     + The DOTE (director of teaching effectiveness)
* The EAS administrative manager provides confidential administrative support and distributes materials among these groups as needed.
  1. **Contents of the Promotion and Tenure Package.** The tenure package delivered to the Dean’s office contains the following items:
* Completed cover sheet signed by the Chair
* Letter from the Chair
* Letter from the RP&T committee to the Chair
* Candidate’s “Statement of Accomplishments in Research, Teaching, and Service” (6 pages maximum)
* Candidate’s CV (in Georgia Tech format)
* Reference letters from external reviewers (a minimum five letters)
* Biosketches of the external reviewers (indicating which were suggested by the candidate)
* Sample of solicitation letter sent to external reviewers
* Summary of teaching evaluations (CIOS scores) for all courses taught at Georgia Tech
* Report from the DOTE
* Statement from the candidate affirming that the package is complete. Note that the candidate has the right to see all the documents except for the external letters (6) and the biosketches (7).
  1. **Makeup of the RP&T Committee.** A committee of at least five members is appointed by the chair of EAS. All members must be tenured with a rank of associate professor or higher.

1. **Timing**
   1. **Eligibility**

Each year, the Dean’s office supplies EAS with a document that indicates which faculty members are eligible to apply for promotion and tenure in that academic year. A faculty member must have undergone a critical review in a prior academic year before he or she can apply for tenure.

* 1. **Instigation.** Faculty members who wish to apply for tenure normally discuss their intentions with the Chair. If they decide to proceed with the application, they inform the Chair, who disseminates this information to others involved in the process.

The Chair is responsible for informing candidates of the materials that they are required to submit for the application.

The Chair is also responsible for informing any candidates of their last year of eligibility.

* 1. **Timetable.** The approximate deadlines for the promotion and tenure process are listed below.

Late Summer Candidates wishing to apply for tenure review discuss this option with the Chair and prepare a list of suggestions for external reviewers.

Candidate submits CV and Research/Teaching/Service statement to the EAS administrative manager, who distributes them to the RP&T committee, and the Chair.

Early August RP&T committee establish a list of reviewers.

Chair of RP&T committee solicits letters, which are due in mid-September.

September DOTE submits teaching report the EAS administrative manager, who distributes it to the RP&T committee and Chair.

October RP&T committee meets to vote on recommendation.

Tenured faculty meet to vote on recommendation.

Chair prepares her/his recommendation. Package is delivered to the Dean’s office.

The candidate may update his or her CV before the package is submitted to the Dean’s office.

1. **Materials**
   1. **Materials prepared by the candidate.** The candidate must submit the following materials:
      * Names of suggested external reviewers. The candidate should note that *less than half* of the actual external reviewers will be selected from the names that appear on the candidate’s list. Therefore, candidates are advised not to include every suitable reviewer on their list. In order to allow sufficient time for the external reviewers to complete their letters, it is advisable that the candidate submit this list as early as possible.
      * Current CV in Georgia Tech format.
      * Summary of research, teaching, and service activities (at most six pages).
   2. **DOTE Report.** The DOTE prepares a report on the candidate’s teaching record. This report is based on information that the DOTE has collected since the candidate joined EAS. The DOTE report typically discusses items such as the following, but any issues relevant to the candidate’s teaching may be included.

* Courses taught at Georgia Tech, course loads.
* Grade distributions.
* Course materials.
* CIOS reports.
* Non-classroom teaching efforts, such as supervising Research Experiences for Undergraduates (REUs) or Ph.D. students.
* Indications of improvement or deterioration in performance since the DOTE’s critical review report.
  1. **External Reviewers.** The RP&T committee decides which external reviewers will be asked to report on the candidate. A minimum of five reviews are required for the application package, but since not all reviewers may agree to prepare a report, often more than five reviews are solicited. All reviews received must be included in the package. Less than half of the reviewers will be selected from the candidate’s list of suggestions.

The following statements regarding external reviewers are taken directly from the CoS promotion and tenure guidelines:

* + - Generally, the referees should not have personal or professional relationships with the candidate (i.e., collaborators, mentors, or co-workers). If letters from such persons are included, they must be justified by the school Chair and identified as such. Candidates should provide the names of Ph.D. and postdoctoral mentors on their CV.
    - The candidate will be asked to sign a statement indicating that he or she will not ask to see external reference letters or the identity of the external referees.
    - The candidate will be asked if there are potential outside referees who they would not want to review their work. Such requests are normally honored.
  1. **RP&T Committee Letter.** The RP&T committee prepares a report on the candidate’s record in research, teaching, and service, and makes recommendations for or against promotion and the awarding of tenure.

The committee bases its report on items such as the following.

* + - Letters from external reviewers.
    - Candidate’s CV and Research/Teaching/Service statement.
    - DOTE report.
    - Examination of papers and other publications of the candidate.
    - Other evidence of accomplishments in research, teaching, and service.

The RP&T committee votes on its recommendations and presents them to the tenured faculty who also vote on their recommendation. The final report, including the voting results, is forwarded to the Chair.

* 1. **Chair’s Letter.** The Chair prepares her/his report on the candidate’s record in research, teaching, and service. The Chair’s report is based on the same types of input that are used by the RP&T committee, as well as on the letter and recommendation of the RP&T committee. The Chair’s report makes recommendations to the Dean on the questions of promotion and tenure.

The College of Sciences requires that the Chair’s letter consist of the following sections:

* + - Overview
    - Impact and Productivity
    - Discussion of External Reviews
    - Teaching effectiveness
    - Summary
  1. **Review by the Candidate.** The candidate is required to review the application package, with the exception that the candidate will not view the letters from the external reviewers nor the identity of the referees. If during the review of these reports the candidate identifies any gaps in the package, the candidate will discuss these issues with the Chair, and the Chair will take steps to complete the package.

1. **Outcomes and Feedback**

**Feedback.** After the final decision is received from the Board of Regents, the Chair will meet with the candidate and discuss the decision. The possible outcomes are discussed below.

* 1. **Decision to Promote and Award Tenure.** Congratulations! You will be appointed as a tenured associate professor at the beginning of the following academic year.
  2. **Recommendation Against Promotion or Tenure.** In this case, the candidate will be reappointed for another year and may ask to be reconsidered for promotion and/or tenure during that year. No reconsideration is possible after the seventh year of service.