Navigating UGA, Part III
Breakout Session:
Tenure Track Faculty
Moderator: Dr. Chase Hagood, Assistant Director, UGA Center for Teaching and Learning

Dan T. Coenen, University Professor and Harmon W. Caldwell Chair in Constitutional Law

Dr. Russell J. Mumper, Vice Provost

Dr. Denise Spangler, Associate Dean, College of Education
Primary Responsibilities

- “University of Georgia faculty must meet the following primary responsibilities: teaching, research, scholarship or other creative activities; and service to society, the University and the profession. Academic appointment, promotion and tenure are based upon a candidate’s performance in these assigned areas.”

* From page 13 of the Guidelines for Appointment, Promotion and Tenure, UGA
UGA Requirement for Ranks*

• Associate Professor

“Criteria: Candidates must show clear and convincing evidence of emerging stature as regional or national authorities unless their work assignments are specifically at the local or state level.”

• Professor

“Criteria: Candidates must show clear and convincing evidence of high levels of attainment in the criteria appropriate to their work assignments and the missions of their units. Unless the candidates’ assignments are specifically regional, they should demonstrate national or international recognition in the fields and the likelihood of maintaining that stature.”

* From page 23 of the Guidelines for Appointment, Promotion and Tenure, UGA
Discipline-Specific Criteria

• Development and Use of Criteria at the Promotion and Tenure Unit (PTU).

“…Guidelines require that each appointment unit develop its own written criteria for promotion and tenure in order to supplement these Guidelines with discipline-specific criteria.” (page 9)

“All review committees and the University Appeals Committee charged with implementing these Guidelines must use discipline-specific criteria to evaluate the quality of faculty performance relative to decisions regarding promotion and tenure.” (page 7)

* From Guidelines for Appointment, Promotion and Tenure, UGA
Faculty Responsibility

• “…it is ultimately the responsibility of the individual faculty member to be aware of the criteria in his/her appointment unit, as well as in these Guidelines.”

* From page 25 of the Guidelines for Appointment, Promotion and Tenure, UGA
Some keys to success

• Know your budgeted time.
• Read P & T guidelines now—focus on examples of contributions.
• Know what is valued in your field.
• Keep track of everything you do. (Yes, everything.)
• Know yourself. Seek support where you need it.
• Beware the time sink of service.
EFT—What is it???

• EFT = equivalent full time

• Most faculty are 0.75 EFT
  – 9-month contract (9 ÷ 12 = 0.75)

• How is your EFT allocated among teaching, research, and service?

• 0.375 ÷ 0.75 = 0.5 = 50%
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2015
New Faculty Orientation