




**NON-TENURE TRACK FACULTY  
CAREER DEVELOPMENT**

**AUGUST 2018**


CREATING THE NEXT

## NEW EMPLOYEE DEFINITIONS

- 
1. Academic Faculty
  2. Research Faculty
  3. Staff

Adopted as of July 1, 2014 after going through the full governance process.

## NON-TENURE TRACK FACULTY



Non-tenure track positions may be established for full-time professional personnel employed in administrative positions or to staff research, technical, special, career, and public service programs or programs which are anticipated to have a limited lifespan or which are funded, fully or partially, through non-System sources.

There shall be no maximum time limitation for service in positions in this category, if a competitive search process was followed.

# POLICIES RE: NON-TENURE TRACK FACULTY

## Georgia Tech Faculty Handbook

- Section 3.2 deals with Non-Tenure Track Faculty
- [http://www.policylibrary.gatech.edu/faculty\\_handbook](http://www.policylibrary.gatech.edu/faculty_handbook)

## USG Board of Regents Policy

- Section 8.3 deals with Non-Tenure Track Faculty
- <http://www.usg.edu/policymanual/section8/policy/C245/#p8.3.8> non-tenure track personnel

*Looking for a policy? Check out:*  
[www.policylibrary.gatech.edu](http://www.policylibrary.gatech.edu)

## CATEGORIES FOR NON-TENURE TRACK FACULTY



Professors of the Practice

Academic Professionals

Lecturers

Instructors

Librarians and Archivists (not discussed today)

Research Faculty (not discussed today)

## PROFESSORS OF THE PRACTICE

- Have substantial bases of experience, normally at least a decade, and a national/international reputation for excellence.
- Have rich and extensive backgrounds in fields and disciplines related to the discipline.
- Will serve as liaisons between industry or government and the Institute in identifying opportunities that support the public interest and societal needs.
- May be expected to generate \$\$ to support and enhance the Institute programs.
- May participate in teaching, research, and/or service.

*Only one level of appointment.*

## REAPPOINTMENT AND NON-REAPPOINTMENT

- Reappointments of Professors of the Practice are made annually.
- Notice of non-reappointment must be made in a timely manner consistent with Board of Regents policy, using the three-, six-, and nine-month notification schedule depending upon length of service in the position.

## WHAT IS AN ACADEMIC PROFESSIONAL?

Academic Professional applies to a variety of academic assignments that call for academic background similar to that of a faculty member with professorial rank, but which are distinctly different from these positions.

Examples include managing instructional laboratories, assuming academic program management or administrative roles not suited for expectations applied to Tenure-Track Faculty members



## GUIDELINES FOR ACADEMIC PROFESSIONALS

- Appropriate terminal degree required.
- The Academic Professional position will not have teaching and research responsibilities that comprise 50% or more of the total assignment.
- The position is not a tenure-track position.
- Experience in an AP position cannot count for probationary credit toward tenure, if one were to transition to a tenure-track position.

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## PATHS OF PROMOTION

- Academic Professional Associate
- Academic Professional
- Senior Academic Professional
- Principal Academic Professional (approved, October 18, 2016 Faculty meeting)

## WORKING TITLES

- Assistant/Associate Vice Provost
- Assistant Dean
- Director
- Undergraduate/Graduate Coordinator
- Manager
- Academic Advisor
- And many more...

## LECTURE AND SENIOR LECTURER

- To carry out special instructional functions such as basic skills instruction, the Institute may appoint instructional staff members to the position of Lecturer.
- Lecturers are not eligible for the award of tenure.
- Reappointment of a lecturer who has completed six (6) consecutive years of service to the Institute will be permitted only if the lecturer has demonstrated exceptional teaching ability and extraordinary value to the Institute.
- Teaching must comprise a majority of the duties.

# PATHS OF PROMOTION

- Lecturer
- Senior Lecturer
- Principal Lecturer\*

\*allowed under BOR policy as of May 2018; hopefully will be added October 23 at the Academic Faculty Senate.

# REAPPOINTMENT AND NON-REAPPOINTMENT

Lecturers and Senior Lecturers who have served full-time for the entire previous academic year have the presumption of reappointment for the subsequent academic year unless notified in writing to the contrary as follows:

- For Lecturers with less than three (3) years of full-time service, the Institute shall provide non-reappointment notice as early as possible, but no specific notice is required.
- For Lecturers with three (3) or more years but less than six (6) years of full-time service, the Institute must provide non-reappointment notice at least thirty (30) calendar days prior to the first day of classes in the semester.
- For Senior Lecturers or Lecturers with six (6) years or more of full-time service, the Institute must provide non-reappointment notice at least one hundred and eighty (180) calendar days prior to the first day of classes in the semester.

Lecturers or Senior Lecturers with six (6) or more years of full-time service and who have received timely notice of non-reappointment shall be entitled to a review of the decision in accordance with the procedures in this *Handbook*. For additional appeal procedures see Section VIII of the *Bylaws of the Board of Regents*.

## RESOURCES

- Faculty Affairs Website:

[www.Faculty.gatech.edu](http://www.Faculty.gatech.edu)

- Faculty Handbook:

<http://policylibrary.gatech.edu/faculty-handbook/3.2.2-non-tenure-track-academic-faculty-members-hiring-and-promotion-guidelines>



## COLLEGE PROMOTION 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:** Joanna Jeskova
- **Scheller College of Business:** Peter Thompson
- **GTPE:** Leo Mark

## QUESTIONS?

Please contact me:

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