

Draft Transitional T and P policy  
Georgia Southern University  
Faculty Welfare Subcommittee 2018-2019  
Subcommittee Approval: 10/16/18  
Faculty Welfare Committee Approval for Senate Discussion: 10/22/18

In light of the consolidation of Georgia Southern and Armstrong State and shifting evaluation expectations, members of the faculty must recognize and take account of new conditions. Careful consideration must be given in the review process and tenure/promotion decisions for faculty members who will transition to differing evaluation expectations resulting from the consolidation between Georgia Southern University and Armstrong State.

### **Evaluation Expectations**

Assistant faculty members hired before consolidation will be responsible within their probationary period for meeting the college and departmental/school promotion and tenure criteria in effect at the time consolidation was made effective. Faculty members holding the rank of associate professor before consolidation will be responsible for meeting the college and departmental/school criteria for promotion to full professor in effect at the time consolidation was made effective. For lecturers the period of evaluation under former expectations ends after successful promotion to senior lecturer. At all levels of review, administrative officers and faculty reviewers must evaluate faculty members using the expectations the faculty member was bound to when consolidation was made effective by the Board of Regents, January 1st 2018. For subsequent promotions, faculty members shall be responsible for meeting the college and departmental/school promotion criteria voted upon and approved in congruence with faculty governance processes post consolidation.

### **Evaluation Timeline**

All faculty will follow the timeline for promotion and tenure described in the faculty handbook and published on their respective college websites.

### **Provision of Evaluation Expectations**

The department chairs and deans that oversee faculty must keep careful records of the appropriate evaluation expectations, as described in the respective guidelines, for each faculty member as well as target dates for significant performance review. Appropriate guidelines and target dates of performance review must be easily accessible to all faculty. Additionally, faculty are encouraged to include copies of the appropriate evaluation guidelines in their dossiers. Colleges and departments may adopt their own processes (e.g. committee liaison) for ensuring that the correct evaluation guidelines are followed during review.

### **Workload Changes**

Any elected changes to promotion or tenure or post-tenure criteria and mix of teaching, research and service duties should be negotiated with the department chair in writing. Changes in expected teaching contact hour loads (e.g. 12:12 to 9:9), while maintaining the same full-time equivalency (FTE) over the length of successive appointments, shall not constitute a change in the mix of teaching, research, and service duties unless notified and agreed upon by the faculty member.

### **External Letters**

As per university handbook policy (Section 306.06), all department chairs and deans, regardless of faculty evaluation expectations, will solicit external letters of review during the tenure and promotion process. Copies of the appropriate evaluation guidelines will be provided to all letter writers.

### **Sunset Clause**

This policy expires July 1, 2025 unless a faculty member's extension of timeline reaches past this date. In that case, for that particular faculty member, the expiration date will be July 1 of the year in which their extension placed their tenure or senior lecturer decision.

### **New Hires**

New hires in the Fall of 2018 and thereafter will follow new guidelines established for the consolidated institution.