C. 

Promotion and Tenure Criteria

The candidate’s record will be evaluated according to University, college, and department criteria, and professional standards for conduct in research, scholarship, and creative activities, teaching, and service. In each area—(1) research, scholarship, and creative activities; (2) teaching; and (3) service—the candidate will be evaluated as either having met or having not met the standards for promotion or tenure. It is necessary to meet the standards in each of the three areas for promotion or tenure. Norms and expectations appropriate to the discipline are specified in the college and department manuals and must be consistent with University standards.

D. Tenure after or before Promotion to Associate Professor

It is customary for tenure and promotion to the rank of associate professor to be considered concurrently. The criteria for tenure are the same for faculty hired at the rank of associate professor and faculty up for promotion to associate professor with tenure. Similarly, the criteria for tenure at the rank of professor are the same as those for promotion to the rank of professor with tenure. The granting of promotion to associate professor without tenure or tenure at the assistant professor level without promotion should occur only in discipline-specific or exceptional individual circumstances.

E. Special Circumstances

The president may approve an outstanding distinguished faculty member for the award of tenure upon the faculty member’s initial appointment; such action is otherwise referred to as tenure upon appointment.

Each such recommendation shall be granted only in cases in which the faculty member, at a minimum, is appointed as an associate or professor, was already tenured at a prior institution, and brings a demonstrably national reputation to the institution. If the person is being appointed to an administrative position and has not previously held tenure, the award of tenure must be approved by the chancellor.

IV. Procedures

All promotion and tenure decisions at Georgia State University are to be based on department, college, and University procedures, as applicable. A college is a major academic unit of the University and may be a college or school. A school or college that is not further subdivided may be considered as a single department. Similarly, references to "the dean" refer to the candidate’s college dean.