P&T ADVANCE COMMITTEE (PTAC)

Sponsored by NSF-Georgia Tech ADVANCE Program

http://www.advance.gatech.edu/promotion.html

Report to GT Executive Board, Feb. 15
David L. McDowell, PTAC Chair
PTAC Goals & Deliverables

- Identify measures that can improve our P&T processes across the board – making a great place better

- Provide awareness of wide range of aspects related to faculty development and evaluation prior to and during P&T deliberation

- Audience: (i) Faculty preparing information for P&T reviews and (ii) RPT committee members conducting the reviews

- Deliverables
  - Written report posted (pdf, html formats) at
    - http://www.advance.gatech.edu/promotion.html
  - Web-based Awareness of Decisions in Evaluating Promotion and Tenure (ADEPT) instrument
PTAC Membership

**PTAC CHAIR**: David L. McDowell, Mech. Engineering/Materials Science

**Ivan Allan College**
Willie J. Belton: Economics

**College of Sciences**
Jeannette Yen: Biology
Mostafa A. El-Sayed: Chemistry and Biochemistry

**College of Engineering**
Paul J. Benkeser: Biomedical Engineering/ECE
J. Carlos Santamarina: Civil and Environmental Engineering
Ronald W. Schafer: Electrical and Computer Engineering

**Dupree College of Management**
Marie C. Thursby

**College of Computing**
Dana Randall

**College of Architecture**
Douglas C. Allen
Liaisons to the Committee

- Tabitha Barnette, Administrative Manager, Office of the Provost
- Carol Colatrella, Associate Professor, Ivan Allen College
- Beth Gourbiere, NSF ADVANCE Project Coordinator, Office of the Provost
- Mary Hallisey Hunt, NSF ADVANCE Project Director, Office of the Provost
- Robert McMath, ViceProvost, Office of the President
### Timeline

- PTAC charged by J-L Chameau in August 2002
- Studied various forms of bias in Fall 2002
- Gathered information from units in Nov. 2002-Jan. 2003
- Developed initial case studies in spring 2003 for web-based P&T Mentoring Instrument
- Developed PTAC survey in Jan-Feb. 2003, administered in April 2003
- Case study breakout groups conducted at April 23-25, 2003 ADVANCE conference
- Formed PTAC Subcommittees on:
  - Case studies
  - Revised best practices document
- Alpha version of web-based instrument (ADEPT) developed in Spring 2004; in limited release Fall 2004
- Written report issued October 2003, finalized January 2004, posted to ADVANCE website in March 2004
Consistency of P&T Processes

- Consistent committee *structure* (peer and unit levels)
- Consistent methods of appointment of members of committees
- Consistent method of requesting letters of reference and guidelines for dealing with them
- Consistency in guidelines for RPT Committee communications with unit chair
- Clarity of guidelines for preparing packages across units
- Clarity of expectations within units/colleges
- Clear sense of ethics and high standards
- Process itself should be completely open, transparent, and well understood – deliberations are not
Current Unit Practices Across Campus

- Reviewed existing best practices document from Executive Board ad hoc Committee, circa 2000
- Interviewed unit chairs, administrators, advisors and faculty RPT chairs across campus
PTAC Survey

- Finalized following PTAC pre-testing and considerable input from assessment experts (Mary Frank Fox and Joseph Hoey, OARS)
- On-line survey instrument implemented by OIT and OOA – administered in April-May 2003 (325 out of 872 academic faculty responded; 53% of CoE → highest)

- Questions are clustered as follows:
  - resource allocation and success
  - mentoring and networking
  - perception of evaluative methods and procedures
  - interdisciplinary collaborations
  - entrepreneurship
  - environment/culture of GT
  - demographic information
Recommended Best Practices

- Reviewed existing best practices document from Executive Board ad hoc Committee, circa 2000
- Considered input from various aspects of PTAC studies, as well as PTAC survey
- Extensive recommended best practices document was developed by PTAC subcommittee chaired by Paul Benkeser
Web-Based ADEPT Instrument

- This interactive, web-based instrument contains the following content developed by the PTAC committee, Colatrella, Fox, etc. (with input from ADVANCE conference):
  - Case studies (some with role playing)
  - Survey information
  - Results of bias studies
  - Best practices recommendations

- AUDIENCE:
  - Potential P&T Committee members in units
  - Faculty candidates for P&T
We recommend that RPT committees in various GT academic units be pro-active in leading faculty discussions related to the recommended best practices, the 2003 GT benchmark survey, and existing practices among units that appear in the final report, perhaps via mechanisms such as “mini-retreats,” brown bag lunches, etc.

The report is designed to be periodically revisited prior to each P&T evaluation “season” as a reminder of the responsibilities of candidates in preparing their cases and faculty serving as mentors or conducting evaluations on RPT committees.

The web-based awareness tool (ADEPT) is expected to come online in 2005 to provide perspective on the Promotion and Tenure process.

Questions? Please contact David McDowell (ME), Mary Lynn Realff (PTFE) or Jean-Lou Chameau