


<b>Task:</b>	<b>Tenure on Appointment (TOA)</b>		
<b>Description:</b>	In exceptional cases, the President of the Georgia State University may approve the award of tenure upon the faculty member's initial appointment; such action is otherwise referred to as "tenure on appointment."		
<b>Policy:</b>	<a href="https://faculty.gsu.edu/files/2017/12/Tenure-on-Appointment.pdf">https://faculty.gsu.edu/files/2017/12/Tenure-on-Appointment.pdf</a>		
<b>Qualifications:</b>	<p>Candidates for Tenure on Appointment must be considered for hire at the rank of Associate or Full Professor at Georgia State. Normally, candidates will have held tenure at a peer or aspirational research institution prior to their appointment at Georgia State.</p> <p>The candidate must demonstrate a national or international reputation, as evidenced by the hiring materials and tenure dossier submitted to the Provost's Office.</p>		
<b>Procedures:</b>	<p><b>Levels of Review</b></p>  <pre> graph TD     Chair[Chair Hiring Package] --&gt; CAS_HRO1[CAS HR Hiring Officer splits out TOA documents]     CAS_HRO1 --&gt; CAS_FRS1[CAS Faculty Review Services]     CAS_FRS1 --&gt; AP_T[Area P&amp;T Committee Review &amp; Recommendation]     CAS_FRS1 --&gt; OD[Office of the Dean Review &amp; Recommendation]     AP_T --&gt; CAS_FRS2[CAS Faculty Review Services TOA Recommendations]     OD --&gt; CAS_FRS2     CAS_FRS2 --&gt; CAS_HRO2[CAS HR Hiring Officer TOA Recommendations with complete Hiring Package]     CAS_HRO2 --&gt; Dean_Provost_Pres[Dean &gt; Provost's Office &gt; President]           </pre>		
<b>Components:</b>	<p><b><u>TOA Review Items</u></b></p> <ul style="list-style-type: none"> <li>• Candidate's cover letter (The information contained within this letter acts as the candidate's professional development, teaching &amp; service statements.)</li> <li>• CV</li> <li>• Current Letters of Recommendation</li> </ul> <p>NOTE: The college-level assessors should be able to glean evidence of the candidate's scholarly work and evidence of their successful teaching from their CV. Occasionally, we may ask for additional documentation including a recommendation from the department's search committee.</p>		
<b>Due Date:</b>	N/A – This type of review can occur any time during the year.		
<b>Revision Date:</b>		SOP Reference #	

