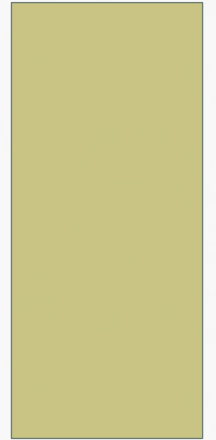


NAVIGATING THE T&P PROCESS

ANN Q. GATES
ASSOCIATE VICE PRESIDENT RESEARCH



TENURE AND PROMOTION

- Granted on basis of high achievement and recognition
 - Scholarship/Research
 - Teaching
 - Service
- Informed by clear and objective demonstration that accomplishments merit tenure and promotion

Requires an understanding of the guidelines,, policies, and understanding of the mission and culture at the university.

PANEL MEMBERS

- Jeanine Cook, Associate Professor ECE, New Mexico State University
- Ayanna Howard, Associate Professor ECE, Georgia Institute of Technology
- Ron Metoyer, Associate Professor EECS, Oregon State University
- Fernando Naveda, Professor, Provost's Office, Rochester Institute of Technology