

Current Faculty Handbook	Requested modification	Reason for request
3.2.1 RESEARCH FACULTY: HIRING AND PROMOTION GUIDELINES		
Senior Research Scientist		
<p>This rank requires one (1) of the following:</p> <ul style="list-style-type: none"> • A Master's degree and seven (7) years of relevant full-time experience after completion of that degree, • A Master's degree and nine (9) years of relevant full-time experience after completion of a Bachelor's degree, or • A Doctoral degree and four (4) years' relevant full-time experience. 	<p>This rank requires one (1) of the following:</p> <ul style="list-style-type: none"> • A Master's degree and seven (7) years of relevant full-time experience after completion of that degree, • A Master's degree and nine (9) years of relevant full-time experience after completion of a Bachelor's degree, or • A Doctoral degree and four (4) years' relevant full-time experience. For candidates holding the Doctoral degree, the last two (2) years of employment prior to employment at Georgia Tech will be considered if adequately documented, and the four-year time in grade requirement be reduced to two (2) years for candidates so qualified. 	<p>The yellow highlighted text is not new. It is simply recommended to appear earlier in relation to statements about time in rank. In this context, it is interpreted to apply to more than technical reports, but this is consistent with how this caveat has typically been administered. And it is clearer when found here.</p>
<p>The rank of Senior Research Scientist is reserved for those professionals who have demonstrated a level of scholarly achievement and technical, managerial, and entrepreneurial productivity commensurate with the highest standards of Georgia Tech. Achievements should include recognized contributions to their specific technical disciplines; supervision of other research professionals through review and approval of proposals, technical reports and other communications; and representation of Georgia Tech to external organizations for the purpose of obtaining, managing, and performing high-quality sponsored research programs. Preference will be shown for qualified personnel holding a Doctoral degree in their specified discipline.</p> <p>In addition to the basic requirements, above, demonstrated superior performance of professional duties is required as follows:</p>	(Same)	
<p>A. Peer recognition of mastery of a complex and difficult field of specialization as demonstrated through authorship of refereed papers and/or products developed and delivered to the sponsor community such as software or hardware, and documented impacts of these products. The latter may come in the form of sponsor satisfaction testimonials. While emphasis will be given to authorship of journal and symposium papers which have been refereed, recognition will also be given to contributions to other journals, organizational publications, widely distributed reports which effect an education and technology information transfer; and at least two (2) of the following B through E.</p>	(Same)	
<p>B. Supervision of others' work by virtue of being a program manager, project director/principal investigator, co-project director/principal investigator, or task leader on sponsored research of such magnitude as to require guidance and supervision of other professionals.</p>	<p>B. Important technical contributions and innovation as documented in formal reports of several projects over a minimum time of four (4) years prior to recommendation for promotion.</p>	<p>No content change: Request reverse order of "B" and "C" to align all promotion packages to have criteria "important technical contributions and innovation" follow discussion/evidence of "mastery of a complex and difficult field of specialization"</p>
<p>C. Important technical contributions and innovation as documented in formal reports of several projects over a minimum time of four (4) years prior to recommendation for promotion. For candidates holding the Doctoral degree, the last two (2) years of employment prior to employment at Georgia Tech will be considered if adequately documented, and the four-year time in grade requirement be reduced to two (2) years for candidates so qualified.</p>	<p>C. Supervision of others' work by virtue of being a program manager, project director/principal investigator, co-project director/principal investigator, or task leader on sponsored research of such magnitude as to require guidance and supervision of other professionals.</p>	<p>Request moving time-in-rank statement up to where the time-in-rank requirement is stated</p>
<p>D. Substantial documented contributions in sponsored program development.</p>	(Same)	
<p>E. Superior ability in representing the School/Center/Laboratory/Georgia Tech in service to and dealings with outside organizations.</p>	(Same)	