



Georgia Tech College of Sciences
School of Psychology

Georgia Tech prides itself on its technological resources, collaborations, a high-quality student body, and its commitment to building an outstanding and diverse community of learning, discovery, and creation. We strongly encourage applicants whose values align with our institutional values, as outlined in our Strategic Plan. These values include academic excellence, diversity of thought and experience, inquiry and innovation, collaboration and community, and ethical behavior and stewardship. Georgia Tech has policies to promote a healthy work-life balance and is aware that attracting faculty may require meeting the needs of two careers.

About Georgia Tech

Georgia Tech is a top-ranked public research university situated in the heart of Atlanta, a diverse and vibrant city with numerous economic and cultural strengths. The Institute serves more than 45,000 students through top-ranked undergraduate, graduate, and executive programs in engineering, computing, science, business, design, and liberal arts. Georgia Tech's faculty attracted more than \$1.4 billion in research awards this past year in fields ranging from biomedical technology to artificial intelligence, energy, sustainability, semiconductors, neuroscience, and national security. Georgia Tech ranks among the nation's top 20 universities for research and development spending and is No. 1 among institutions without a medical school.

Georgia Tech's Mission and Values

Georgia Tech's mission is to develop leaders who advance technology and improve the human condition. The Institute has nine key values that are foundational to everything we do:

1. Students are our top priority.
2. We strive for excellence.
3. We thrive on diversity.
4. We celebrate collaboration.
5. We champion innovation.
6. We safeguard freedom of inquiry and expression.
7. We nurture the well-being of our community.
8. We act ethically.
9. We are responsible stewards.

Over the next decade, Georgia Tech will become an example of inclusive innovation, a leading technological research university of unmatched scale, relentlessly committed to serving the public good; breaking new ground in addressing the biggest local, national, and global challenges and opportunities of our time; making technology broadly accessible; and developing exceptional, principled leaders from all backgrounds ready to produce novel ideas and create solutions with real human impact.

About the School of Psychology at Georgia Tech

The School of Psychology is dedicated to advancing psychological science through cutting-edge research, innovative education, and impactful community engagement. Our faculty and student researchers strive to promote a scientific understanding of the human brain, cognition, mind, environment, and behavior. We are committed to translating our knowledge of the organization of the brain and behavior to improve workforce development, the human condition and well-being, inspire future technologies, and improve the world. Excellent research facilities support the school's research and interdisciplinary graduate programs across the Institute. Our programs emphasize interdisciplinary collaboration, quantitative training, critical thinking, and hands-on experience, preparing students for leadership positions in academia, industry, and public service. Georgia Tech's commitment to interdisciplinary collaboration has fostered fruitful interactions between psychology faculty and faculty in the sciences, computing, business, engineering, design, and liberal arts. Georgia Tech is in the heart of Atlanta, one of the nation's most academic, entrepreneurial, and creative cities, with an excellent quality of life. The School of Psychology actively develops and maintains a rich network of academic and applied behavioral science/industrial partnerships in and beyond Atlanta.

Job Description: Open Rank Non-Tenure Academic Professional in I-O Psychology

Location

Atlanta, GA

Job Summary

The School of Psychology (psychology.gatech.edu/) at the Georgia Institute of Technology (www.gatech.edu/) in Atlanta Georgia, invites applications for an open rank, non-tenure track Associate Academic Professional, Academic Professional, Senior Academic Professional, or Principal Academic Professional instructional faculty position in Industrial-Organizational (I-O) Psychology. Applicants will be considered at all ranks.

This is a full-time position in the Academic Professional faculty career track with provision for promotion in rank. The position may be filled at the Associate/Academic/Senior or Principal Academic Professional rank. Per Georgia Tech policy, these roles focus on core academic assignments such as academic program management, curriculum development, teaching and student advising. The position is ideal for a candidate passionate about applying their expertise to enhance our program and improve student outcomes. The anticipated start date is August 2026.

Responsibilities

The Academic Professional's primary responsibilities will focus on supporting the academic mission of the I-O Psychology program. Key duties include:

- **Curriculum Development and Teaching:** Design and teach undergraduate and/or graduate-level courses within the I-O Psychology curriculum, commensurate with experience. This includes developing new course content, updating existing syllabi to reflect current industry trends and research, and engaging in innovative pedagogical methods.

- **Student Advising and Mentorship:** Provide comprehensive academic and professional guidance to both undergraduate and graduate students, including career advising, internship placement support, and assisting with student-led projects. This also includes serving on master's and doctoral student committees as appropriate.
- **Program Management and Administration:** Assist with the administration of the I-O Psychology program, which may include managing student applications, coordinating with adjunct faculty, and organizing program events and workshops.
- **Stakeholder Engagement:** Act as a liaison between the program, students, and external partners in industry and public service. Build and maintain relationships that lead to new opportunities for student internships, capstones, and job placements.

Required Qualifications

This position vacancy is an open-rank search. The final job offer will be dependent on candidate qualifications in alignment with non-tenure track academic faculty ranks as outlined in section 3.2.2 of the Georgia Tech Faculty Handbook <https://www.policylibrary.gatech.edu/faculty-handbook/3.2.2-non-tenure-track-academic-faculty-members-hiring-and-promotion-guidelines>

For all ranks, a Ph.D. in **Industrial-Organizational Psychology** or a closely related field (e.g., Organizational Behavior, Organizational Science).

Associate Academic Professional:

This is the entry-level rank and normally requires completion of the terminal degree. In exceptional cases, this rank may be used for individuals completing a terminal degree and for a period of two (2) years. If the degree is not conferred, another position appointment is required.

Academic Professional:

- Significant related experience or promotion from the rank of Associate Academic Professional
- Quality of performance and potential development must be recognized by peers

Senior Academic Professional

- Evidence of superior performance in the chosen field
- Recognition by peers (whether national, regional, or local)
- Successful and measurable related experience
- Five (5) years or more as an Academic Professional (or equivalent title)

Principal Academic Professional:

- Evidence of superior performance in the chosen field
- Recognition by peers
- Successful and measurable related experience supervising others' work
- Successful and measurable related experience in a position of significant responsibility and authority within program area
- Demonstrated impact

Preferred Qualifications

- Demonstrated record of teaching excellence, with a focus on graduate-level I-O Psychology courses.
- Proven ability to mentor and advise students, with a strong commitment to their academic and professional success.
- Strong communication and interpersonal skills, with the ability to collaborate effectively with faculty, students, and external stakeholders.
- Prior experience as an academic professional or in a similar non-tenure track role.
- Experience with curriculum design, especially in developing hands-on, applied learning experiences.
- A network of connections within the I-O Psychology practitioner community.
- Experience in program administration and student recruitment.

Student Success Criteria:

- The ability to teach and mentor a diverse student body
- The ability to mentor and assist students interested in pursuing graduate education
- The ability to design and teach curricula that are responsive to a diverse student body
- The ability to adopt teaching strategies that support the learning and success of all students

Required Documents to Attach

Applications must be submitted online as PDF files via <https://hr.gatech.edu/careers,position#291029>. Please include:

- A Cover Letter
- Curriculum Vitae (including a list of publications and teaching experience)
- Teaching Statement, including advising/mentoring philosophy
- Contact information of at least three individuals who have agreed to provide a reference in support of the application if asked.
- In addition, applicants are invited to submit a statement (1 page maximum) outlining how their professional and academic experiences have prepared them to support and apply Georgia Tech's mission and values, which are described in our strategic plan (<https://strategicplan.gatech.edu/>).

For the fullest consideration, applications should be submitted by **November 14th** and will continue to be reviewed until the position is filled.

Contact Information

Questions about this search can be addressed to Professor Christopher W. Wiese
ChrisWiese@gatech.edu

USG Core Values

The University System of Georgia is comprised of our 26 institutions of higher education and learning as well as the System Office. Our USG Statement of Core Values are Integrity, Excellence, Accountability, and Respect. These values serve as the foundation for all that we do

as an organization, and each USG community member is responsible for demonstrating and upholding these standards. More details on the USG Statement of Core Values and Code of Conduct are available in USG Board Policy 8.2.18.1.2 and can be found on-line at https://www.usg.edu/policymanual/section8/C224/#p8.2.18_personnel_conduct.

Additionally, USG supports Freedom of Expression as stated in Board Policy 6.5 Freedom of Expression and Academic Freedom found on-line at <https://www.usg.edu/policymanual/section6/C2653>.

Equal Employment Opportunity

The Georgia Institute of Technology (Georgia Tech) is an Equal Employment Opportunity Employer. The University is committed to maintaining a fair and respectful environment for all. To that end, and in accordance with federal and state law, Board of Regents policy, and University policy, Georgia Tech provides equal opportunity to all faculty, staff, students, and all other members of the Georgia Tech community, including applicants for admission and/or employment, contractors, volunteers, and participants in institutional programs, activities, or services. Georgia Tech complies with all applicable laws and regulations governing equal opportunity in the workplace and in educational activities.

Georgia Tech prohibits discrimination, including discriminatory harassment, on the basis of race, ethnicity, ancestry, color, religion, sex (including pregnancy), sexual orientation, gender identity, gender expression, national origin, age, disability, genetics, or veteran **status** in its programs, activities, employment, and admissions. This prohibition applies to faculty, staff, students, and all other members of the Georgia Tech community, including affiliates, invitees, and guests.

Further, Georgia Tech prohibits citizenship status, immigration status, and national origin discrimination in hiring, firing, and recruitment, except where such restrictions are required in order to comply with law, regulation, executive order, or Attorney General directive, or where they are required by Federal, State, or local government contract.

More information on these policies can be found here: <https://www.usg.edu/policymanual/section6/c2714>

Background Check

The candidate of choice will be required to pass a pre-employment background screening.

https://www.usg.edu/hr/assets/hr/hrap_manual/HRAP_Background_Investigation_Employment.pdf