Academic Careers Workshop 2014

Promotion to Full Professor Panel
Presenters

• Moderator
  – Bryant W. York

• Panelists:
  – Dr. Brian Blake
  – Dr. Ann Gates
  – Dr. Richard Ladner
  – Dr. Valerie Taylor
Format

• 5 minute Introduction – York
• 10 minute Panelist Presentations
  – Ladner
  – Gates
  – Blake
  – Taylor
• Discussion of Cases
  – Blake, Taylor, Isbell, Feng,
• Discussion of Redacted Letters
Some Suggestions

• Contact potential letter writers well in advance
• *Hone* your impact statement
• Heed the advice of your faculty mentors
• Know your h-index
• Be careful about self-citation and self-plagiarism
• Consider requesting some referees from industry
Some Indicators of Impact

• Citations of your work in scholarly journals (know their impact factors) – Google Scholar, h-index
  - [http://www.sciencegateway.org/rank/index.html](http://www.sciencegateway.org/rank/index.html)
• Influential conference papers with acceptance rates
• Best paper awards
• Patents
• Inclusion of the results of your work in industrial products or services
• Implementation of your ideas by government, industry, or other academic institutions – e.g. roadmaps, processes
• Influence of your work on standards and/or legislation
• Leadership positions on editorial boards, program committees, and national/international committees – e.g. CRA Board, ACM Council, IEEE
More Indicators of Impact

• Significant awards – IEEE, ACM, AAAS fellow, ...
• International collaborations
• Congressional testimony
• Distinguished lectureships
• PhD students produced and well-placed
• Significant awards won by your PhD students
Some Don’ts

• Do not emphasize quantity of publications over quality
• Do not include a list of unfunded proposals
• Do not confuse research projects, infrastructure projects, and outreach projects
• Do not confound your work with students:
  – Research publications with PhD students
  – Some publications with MS and BS students are not research
Letters of Evaluation

• Line up quality referees
  - No assistant or associate professors
  - No buddy letters
  - Letter should outline the referees status in the field

• Referee must make substantive comments about the impact of your work on your discipline
  - Preferably, it should explain the significance of your most important results in terms that a Dean (not in your discipline) can understand

• The letter cannot just cite publication counts and dollars of funding

• Preferably should compare you to other full professors in your field at comparable or higher ranked departments/institutions
Letters of Evaluation (cont.)

• Must demonstrate clear and non-superficial knowledge of your work
• It is expected that the letters deal with strengths as well as weaknesses
• Beyond evaluation the letter should include a recommendation (promote or defer).