Getting Promoted from Associate to Full

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My Background

• 1997-2000 - An Industry PhD
  • Learned not to miss deadlines...

• 2000-2005 - Assistant to Associate (w/tenure)
  • Georgetown University

• 2005-2009 – Associate to Full
  • Georgetown/Notre Dame .... and 4 other schools
Promotion: What to submit?

• Dossier (Promotion Package)

  • The Basics.....
    
    – CV, 5 Representative Publications, Names of 6-9 Arms-length references, Summary of Teach Evaluations (and, if you choose, representative evaluations for a particular class)

• Most Important → PERSONAL STATEMENT

  – What was your impact? How did you change the field? How did you change how fellow researchers think?
Promotion: Typical Process

Candidate submits dossier to Dept.

Dept Committee Meets: Develop Challenges and Committee List of Refs

P&T/Dept Chair Solicit Letter

Committee Reviews Entire Dossier and Vote

Chair Forwards Package to Dean(s) with Personal Letter

Dean(s) write Personal Letters

University Rank and Tenure (UCRT) Meet and Vote

Provost adds his letter to UCRT Package

President Recommends Promotion to Board and Rubber Stamp

Negative meeting

2 No's

Pack your bags

CELEBRATE
Promotion: My Barriers

• Georgetown
  – Letters are everything
  – Teaching evals with an average better than 4/5 (Overall ranking)
  – Reasonable publication record based on the Georgetown norm

• Notre Dame
  – Be a Central Figure in a General Field/ High Impact Accomplishment
  – ND Papers w/ PhD Students (Research Enterprise)
  – Funding and track record that supports “Research Enterprise”
  – Teaching evaluations that are better than average for a required course (Better than 5th decile)
Promotion: Couple Challenges

• “I like a breadth of activities”
  – Difficulty in getting very strong letters

• “He is not a ‘central figure’ in the area”
  – Network, network, network

• Your department is like a teaching institution–> Your university is Carnegie I ranked –> Your letters come from research-oriented departments