Promotion from Associate to Full

M. Brian Blake
Vice Provost for Academic Affairs &
Dean of the Graduate School
Background

Native of Savannah, Georgia

Education

Bachelor of Electrical Engineering, Georgia Tech
Master of Electrical Engineering, Mercer University
PhD, Software Engineering, George Mason University

Professional Experience:

Engineer and Defense Contractor (6 yrs)
Professor & Chair, Computer Science, Georgetown University
Associate Dean & Professor, University of Notre Dame
Vice Provost & Dean of the Graduate School, University of Miami

Family:

Wife, Bridget, BME GA Tech / MBA Johns Hopkins
Brendan (8yrs old), Bryce (1yr old)
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

2 No’s

President Recommends Promotion to Board and Rubber Stamp

Provosts adds his letter to UCRT Package

University Rank and Tenure (UCRT) Meet and Vote

Negative meeting

Pack your bags

Negative

CELEBRATE
Promotion: Insights Variations

• 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)
  – Establish a “machine” for predictably producing results and high-outcome students
Promotion: A Couple of 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