

# 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*

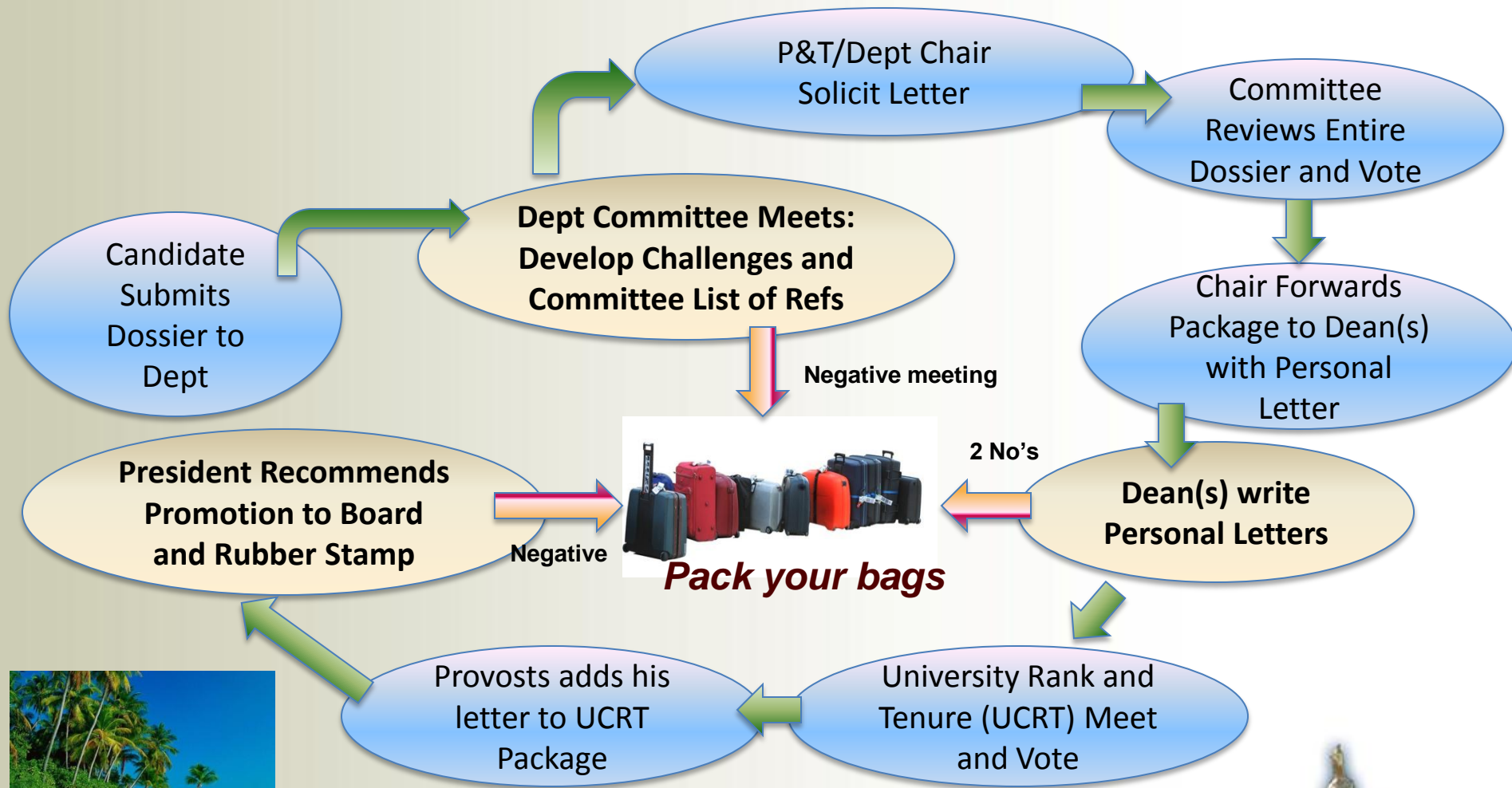


# Promotion: What to submit?

- *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





# 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 5<sup>th</sup> 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*

