

Academic Careers Workshop 2013

Promotion to Full Professor
Panel

Presenters

- Moderator
 - Bryant W. York
- Panelists:
 - Dr. Brian Blake
 - Dr. Richard Ladner
 - Dr. Valerie Taylor

Format

- 5 minute Introduction – York
- 10 minute Panelist Presentations
 - Blake
 - Ladner
 - York
- 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://code.google.com/p/citations-gadget/>
 - <http://www.sciencegateway.org/rank/index.html>
 - <http://www.scribd.com/doc/102607353/Journal-Impact-Factor-2012>
- 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).