

# *Promotion from Associate to Full*

UNIVERSITY  
OF MIAMI



***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:

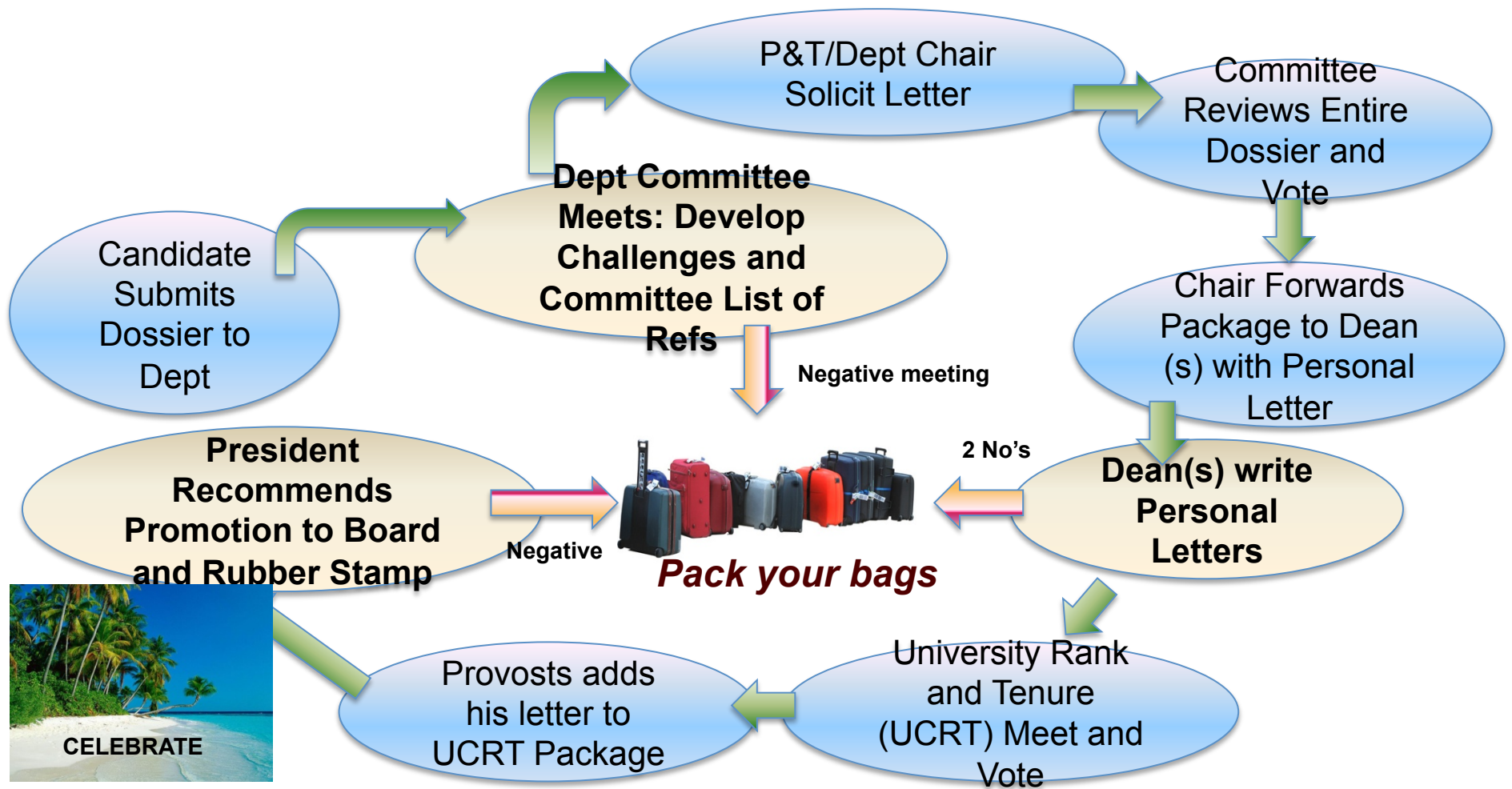
Wife, Bridget, BME GA Tech / MBA Johns Hopkins  
Brendan (8yrs old), Bryce (1yr old)

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# 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: Insights Variations

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- *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)*
  - *Establish a “machine” for predictably producing results and high-outcome students*

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# 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*