

GUIDELINES FOR PROMOTION TO FULL PROFESSOR in CACS

Goal: Leadership in an area; acknowledged individual; substantial, continued funding and research work.

Strength in one component such as high citations and IEEE/ACM Fellow recognition can offset weakness in another component. Each promotion application needs to present a compelling case.

- **RESEARCH**

1. Publications

A total of thirty (30) refereed papers (15 for Tenure and Promotion to Associate Professor, and a minimum of 15 following promotion to Associate Professor), with 15+

- a) in Tier 1 journal/conference publications such as
 - IEEE and ACM Transactions, or
 - Journals with an impact factor of 1.5 or above, or
 - Rank 1 / A* conferences (by decent institutional rankings)
- b) At least 7 in Tier 1 journals
- c) Candidate or his/her own graduate student as the primary author.

2. Funding

Substantial, sustained funding from competitive sources, especially federal ones about \$500K in total for the candidate's project credit after Associate level promotion; equipment grants and software donation are considered with a lower weight.

3. Research Leadership

Evidence to show leadership in the candidate's professional areas, such as Program Committee Chair of major conferences, editorship of top-ranked journals.

- **TEACHING**

1. Satisfactory classroom performance.

According to student evaluations on every course taught.

2. Graduate student advising –

Several PhD students to completion (at least one PhD student every two years).

- **PROFESSIONAL SERVICES**

1. Serve on important program committees.

2. Serve as member of journal editorial boards or on national review panels.
3. Present invited talks, keynote speeches.
4. Departmental/university committee involvement.

These are the minimum guidelines to be considered for promotion to full Professor; however, there should be one area where the candidate excels.

- **REFERENCE LETTERS**

Supportive letters obtained from full professors of major universities:

1. List of 8 qualified referees provided by the candidate.
2. List of 8 qualified referees chosen by the Director and T&P committee members.