

GUIDELINES FOR TENURE & PROMOTION TO ASSOCIATE PROFESSOR in CACS

Goal: Demonstrate strong expertise for long-term contributions. Starting to establish leadership; acknowledged for contributions in one or more technical areas.

Strength in one component such as highly cited papers and national awards can offset weakness in another component. Each application needs to present a compelling case.

- **RESEARCH**

1. Publications

Fifteen (15) peer-reviewed papers, with at least seven (7)

- 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 4 in Tier 1 journals
- c) Candidate or his/her own graduate student as the primary author.

2. Funding

Sponsored on-going research from competitive sources, especially federal ones; equipment grants and software donation carry a lower weight

- NSF Career Award as an expectation, or
- Being the PI for a regular federal research grant or a Co-PI of federal research grants with project credit exceeding \$400K, or
- The driving person (as PI or possibly a Co-PI) for a multi-million-dollar federal grant.

- **TEACHING**

1. Classroom performance –

According to student evaluations on every course taught.

2. Graduate student advising –

Both Master and PhD students, with a couple of PhD students to completion.

- **PROFESSIONAL SERVICE**

1. Referee paper submissions, proposals.

2. Serve as conference program committee members, session chairs.

3. Present invited talks, papers.
4. Departmental/university committee involvement.

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

- **REFERENCE LETTERS**

Supportive, positive letters obtained from 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, if necessary.