

Performance Evaluation, Promotion, and Advancement

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Michelle Craig (U Toronto)

Monica Sweat (Georgia Tech)

Luther Tychonievich (U Virginia)

Christine Alvarado

Teaching Professor

Vice Chair for Undergraduate Affairs

UC San Diego

- ~65 senate faculty (6 TF)
- +3 full time lecturers, many more part-time lecturers



Michelle Craig

Associate Professor, Teaching Stream
Associate Chair - Undergraduate Studies
University of Toronto

- Tutor (1990) → Senior Tutor
→ Senior Lecturer → Assoc Prof, TS
- 12 TF (+12 suburban) 62 R&T F



Monica Sweat

Senior Lecturer
Director of Division of Computing
Instruction (DCI)
Georgia Institute of Technology

- 4 senior lecturers
- 8 lecturers
- ~ 4 part-time lecturers
- Actively hiring!



Luther Tychonievich

Assistant Professor, General Faculty
Chair of curriculum and diversity committees
co-author of school's non-tenure promotion
rules

University of Virginia

- UVA (15 Teaching + 40ish T/TT)
- Dec 2017: “Lecturer” → “Asst. Prof”
due to policy change



Plan For This Session

Share some information and stories with you (25 minutes)

Answer your questions (10-15 minutes)

Small group discussions at your table (10-15 minutes)

Debrief (5-10 minutes)

So you're going up for promotion...

What is required of you?

What are the expectations?

So you're going up for promotion...

What is required of you?

What are the expectations?

Challenge: The “Standard” Tenure Track promotion process is likely to be the norm. TF promotion may be ill-defined and ill-understood.

Navigating a successful review/promotion

Step 1: Understand (or define!) the process

Step 2: Assemble your materials

Promotion Materials

Candidate Materials

- (University-defined) CV + Statement(s)
- Teaching Evidence
 - Course taught & enrollments
 - Students evaluations
 - Peer evaluations
 - Curricular innovation
- Research Evidence
 - Funding
 - External evidence - papers, invited talks, etc.
- Service
 - Departmental / University / External
- Contributions to Diversity

Other Materials

- Department/Nominator's Letter
- Dean's Letter
- External Letters (situational)
- Student Letters (perhaps)

Read the instructions!

Don't have your promotion case rejected on a technicality.

How do you find external letter writers? What does the external letter writer do? What does your institution look for in external letter writers?

What was hardest about the review process?

What does successful scholarship look like in a Teaching-focused Faculty Position. What are options for dissemination/publication?

- CER is only one form of scholarship
- Experience Reports
- Publicly-available Teaching Materials
 - Textbooks, MOOCs, online materials, podcasts, tools
- Nifty Assignments
- EngageCSEdu

www.engage-csedu.org

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Instructional Materials

faculty-contributed, peer-reviewed
introductory CS course materials

[SEARCH →](#)

Engagement Practices

a framework of research-based teaching
practices that support diversity

[EXPLORE →](#)

Community

faculty committed to broadening
participation in computing through great
pedagogy

[CONNECT →](#)

How well-established are the policies? How can they be changed? How did you move toward structure?

Your Questions?

Piazza Page: <http://piazza.com/sigcse/other/teachingtrackfaculty>

Access Code: teach

Table topics

What does the promotion process look like at your institution? How well-established is it? How well do *you* understand it?

Who can you think of that might write letters for you? What will they be able to say about you?

Which criteria are you most concerned about? What do you consider your biggest accomplishments in that area? How can you frame them appropriately?