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Who am I?

1974-78 Undergraduate degree in Mathematics at Cornell University.

1978-82 Graduate work at Princeton University, Ph.D. in ECE (thesis work in distributed database systems with Hector Garcia).
Jeremy was born!

1985 Chris was born!

1986 Father died.

1989 Promotion to Associate professor. (Research area had switched real-time systems.)

1998 Promotion to Full professor. (Research area had switched back to databases and added bioinformatics.)

Problems in moving from Associate to Full

Moving from Associate to Full is in some sense underspecified. It happens when you have demonstrated continuing research prominence, leadership, ability to sustain good research funding... but it is not a set time.

For some it is 3 years, for others it is 15. Maybe it will never happen.

At Penn, there was a "gap" between the last promotion to Full and the next. So the expectations of what "full" meant inflated to what the rest had achieved. We had to break through this.

While tenure decisions involve a certain amount of "hand-holding", promotions to full are largely self-arranged and self-initiated.

Some pointers...

- Promote yourself!

- Don't slack off after tenure.

- Get involved at all levels: university, school, department.

- Assume responsibility within your professional societies.

- Show leadership ability and involvement.

- Don't work too closely with more senior faculty.

- Switching fields may delay the process.

Benefits of being a Full Professor

- less pressure

- ability to take more risks in research

- movement to more "administrative" positions (???)

Challenges

- increased responsibility

- need to maintain a research enterprise

- politics

Is there a glass ceiling?

I have never experienced this!!! In fact, I've often felt that more opportunites are open to me than I can handle.

At Penn, our president is a woman (Judith Rodin – very impressive person).

Several women have been/are department chairs (e.g. Ruzena Bajcsy, Penn; Kathy McKeon, Columbia; Jeanne Ferrante, UCSD) – and they are terrific!