

**SAMPLE PROMOTION RECOMMENDATION**  
The University of Michigan  
College of Engineering  
Department of Electrical Engineering and Computer Science

John C. Doe, associate professor of electrical engineering and computer science, with tenure, Department of Electrical Engineering and Computer Science, College of Engineering, is recommended for promotion to professor of electrical engineering and computer science, with tenure, Department of Electrical Engineering and Computer Science, College of Engineering. **(See additional samples of this first paragraph at the end of this sample promotion recommendation.)**

Academic Degrees:

Ph.D. 1997     University of Illinois, Computer Science, Urbana-Champaign  
M.S. 1993     University of Illinois, Computer Science, Urbana-Champaign  
B.S. 1991     Duke University, Physics and Computer Science, Durham, NC

Professional Record:

2015 – present     Associate Professor (with tenure), Department of Electrical Engineering and Computer Science, University of Michigan  
2000 – 2008     Engineering Manager, Advanced Design Technology, Motorola, Inc., Austin, TX  
1998 – 2000     Staff Engineer, Semiconductor Systems Design Technology Group, Motorola, Inc., Austin, TX  
1997 – 1998     Development Staff Member, IBM Corporation, Endicott, NY

Summary of Evaluation:

Teaching: Professor Doe is an excellent educator, both inside and outside of the classroom. He has taught a range of courses, from a large lower-level course on logic design that is required for all undergraduates in computer engineering, to an upper-level undergraduate course on VLSI (very large scale integrated) circuit design, and an advanced graduate course on VLSI that involves a very sizeable design project, to which he brings his considerable industrial experience. He has also introduced and taught special topics courses on two occasions. His performance in the classroom has yielded very high student evaluations, with Q1 scores ranging from 4.22 to 4.79, and Q2 scores between 4.30 and 4.77. He puts significant effort into class preparation and into helping his students learn, and this is highly respected and appreciated by those students

Professor Doe is also an outstanding mentor. Since joining the university in 2005, he has graduated eight Ph.D. students, with three more expected to graduate before the end of 2016. In addition, he has advised several Master's Degree students, many of whom have contributed directly to his research projects and publications. He currently has a research group comprised of approximately ten students.

Professor Doe's skill and enthusiasm were recognized with the 2009 University of Michigan Henry Russel Award for "Exceptional Scholarship and Conspicuous Ability as a Teacher."

Research: Professor Doe is a nationally and internationally renowned leader in the field of low-power robust VLSI circuit design. When he came to Michigan in 2005, he had already established himself as one of the leading researchers in VLSI. At Michigan, he continued the work he had begun at Motorola on timing analysis of digital circuits, signal integrity, and power distribution within integrated circuits. He has also initiated research projects on several new topics, including low power and robust systems. His work on producing robust digital systems that can tolerate the non-determinism that creeps into highly miniaturized logic devices has been particularly influential in the

field. He has also recently begun a cross-disciplinary collaboration with the Kellogg Eye Center to place a very low power processor and pressure sensor in the human eye.

Professor Doe is an extraordinarily prolific researcher: in the eleven years since coming to Michigan, he has published approximately 150 papers in journals and strongly refereed conferences. Moreover, the quality of these papers is very high, with four winning best paper prizes and several more being nominated for them. He has also obtained eight patents and has four more pending. He has raised over \$4,000,000 in research support, counting only his share of collaborative projects. Further evidence of the impact of his work is provided by the large number of industrial seminars that he has been invited to present at corporations including Intel, Philips, ARM, Toyota, Nvidia, and Synopsys, amongst others.

#### Recent and Significant Publications:

- Quaker Oats, Steve Sunshine, Dennis Silver, John Doe, “Statistical Interconnect Metrics for Physical-Design Optimization,” *Transactions on Computer-Aided Design of Integrated Circuits and Systems (T-CAD)*, Vol. 25, No. 7, July 2015, pg. 1273 - 1288.
- Bruce Lee, Greg Heaven, John Doe, Dennis Silver, “Bus Encoding for Total Power Reduction using a Leakage-Aware Buffer Configuration,” *IEEE Transactions on Very Large Scale Integration Systems (T-VLSI)*, December 2014, pg. 1376-1383.
- Bo Wrap, John Doe, Dennis Silver, Fish Flunder, “The Limit of Dynamic Voltage Scaling and Insomniac Dynamic Voltage Scaling,” *IEEE Transactions on Very Large Scale Integration Systems (T-VLSI)*, November 2014, pg. 1239-1252.
- John Lee, John Doe, Dennis Silver, “Static Leakage Reduction through Simultaneous  $V_{DD}$  and State Assignment,” *Transactions on Computer-Aided Design of Integrated Circuits and Systems (T-CAD)*, Vol. 24, No. 7, July 2013, pg. 1014-1029.
- Steve Sunshine, Brown Bear, John Doe, Dennis Silver, “Parametric Yield Estimation Considering Leakage Variability,” ACM/IEEE Design Automation Conference (DAC), June 2012, pg. 442-447, Best Paper Nomination.
- Dan Neat, Singing Kim, Dave Downtown, Blue Pant, Todd Farm, Steve Sunshine, Conrad Belt, John Doe, Brown Beat, Greg Gray, “Razor: A Low-Power Pipeline Based on Circuit-Level Timing Speculation,” ACM/IEEE International Symposium on Microarchitecture (MICRO), December 2011, pg. 7-18, Best Paper Award.

Service: Professor Doe performs extensive professional service, as befits a professor. He is an associate editor for a major IEEE publication; has served multiple times as the co-chair of the technical program for one of the leading computer hardware conferences; and, has served as a member of the technical program committee and/or executive committee for dozens of major conferences over the past few years. Internally, he has been a chair and member of the EECS Undergraduate Committee, as well as the Graduate Admissions Committee, and he served as an undergraduate advisor.

#### External Reviewers:

Reviewer A: “He is highly sought after and I am certain that he would have no difficulty in obtaining a faculty position at the rank of full professor at the top 5 Universities in the country.”

Reviewer B: “John is an outstanding researcher and has been recognized for his contributions to the fields of high-performance and low-power integrated circuit design methodology and computer-aided design tools.”

Reviewer C: “Overall, Prof Doe has addressed relevant problems and achieved significant scientific accomplishments.”

Reviewer D: “When serving as an external evaluator of a case for promotion to Professor, I look for three things: significant contributions in more than one research area, successful PhD students graduated, and leadership service to one’s profession. John clearly gets an A in research

contributions. John also gets an A in leadership service to his profession. He has graduated three PhD students to date with a whole slew in the pipeline...they are well prepared and have worked on challenging and forward looking project [sic] for their dissertation research.”

Reviewer E: “He is exceptionally creative, with both an uncanny feel for what should work, as well as the drive to make it work.”

Reviewer F: “He has become one of the global leaders in the field of advanced integrated circuits and the associated design methodologies, and is bound to do his department pride [sic].”

Reviewer G: “...he is a world-class researcher and is a real asset to any top class University.”

Reviewer H: “He has a broad portfolio of first-rate research publications in this general area [chip-level large-scale analysis and optimization], including some very prominent Best Paper Awards and nominations...”

Reviewer I: “It is particularly notable that his work has been widely cited by other researchers, and much of it has been put into practice in industry...”

Reviewer J: “John’s research in low-power design is of exceptional quality. I have seen his work cited extensively in journals and conference papers everywhere.”

Reviewer K: “...one of the most outstanding researchers and recognized names in the VLSI CAD and design automation community worldwide.”

Summary of Recommendation: Professor Doe is a very prominent and very productive computer engineer who has made significant contributions to the field of VLSI CAD. He is an excellent teacher and mentor; and he is a leader who contributes both in external and internal service. It is with the support of the College of Engineering Executive Committee that I recommend John C. Doe for promotion to professor of electrical engineering and computer science, with tenure, Department of Electrical Engineering and Computer Science, College of Engineering.

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Alec D. Gallimore, Ph.D.  
Robert J. Vlasic Dean of Engineering  
College of Engineering

May 2023

## **SAMPLE FIRST PARAGRAPHS FOR THREE-PAGE RECOMMENDATIONS**

### **Promotion from assistant professor to associate professor, without tenure:**

Daniel Peters, assistant professor of biological chemistry, Department of Biological Chemistry, Medical School, is recommended for promotion to associate professor of biological chemistry, without tenure, Department of Biological Chemistry, Medical School.

### **Promotion from assistant professor to associate professor, with tenure:**

Paul Chessman, assistant professor of internal medicine, Department of Internal Medicine, Medical School, is recommended for promotion to associate professor of internal medicine, with tenure, Department of Internal Medicine, Medical School.

### **Promotion from associate professor, without tenure, to associate professor, with tenure (granting of tenure only):**

Mark Bloom, associate professor of information, without tenure, School of Information, is recommended for the granting of tenure to be held with his title of associate professor of information, School of Information.

### **Promotion from associate professor, without tenure, to professor, with tenure:**

George Jackson, associate professor of anesthesiology, without tenure, Department of Anesthesiology, Medical School, is recommended for promotion to professor of anesthesiology, with tenure, Department of Anesthesiology, Medical School.

### **Promotion from associate professor, with tenure, to professor, with tenure:**

Anthony Jones, associate professor of aerospace engineering, with tenure, Department of Aerospace Engineering, College of Engineering, is recommended for promotion to professor of aerospace engineering, with tenure, Department of Aerospace Engineering, College of Engineering.

### **Promotion in one school/college, but not the other (needs signature of both deans, or acknowledgement memo from second dean):**

Jane Doe, associate professor of business economics, with tenure, Stephen M. Ross School of Business, is recommended for promotion to professor of business economics, with tenure, Stephen M. Ross School of Business [also associate professor of economics, without tenure, College of Literature, Science, and the Arts].

### **Promotion in two schools/colleges (needs signature of both deans):**

John Smith, associate professor of dentistry, with tenure, School of Dentistry, and associate professor of biological chemistry, without tenure, Medical School, is recommended for promotion to professor of dentistry, with tenure, School of Dentistry, and professor of biological chemistry, without tenure, Medical School.

### **Promotion in two schools/colleges, but not the third (needs signature of all three deans, or signatures of two deans from promoting schools and acknowledgement memo from third dean):**

Jody Fisher, associate professor of English language and literature, with tenure, College of Literature, Science, and the Arts, and associate professor of information, without tenure, School of Information, is recommended for promotion to professor of English language and literature, with tenure, College of Literature, Science, and the Arts, and professor of information, without tenure, School of Information [also associate professor of history, without tenure, College of Literature, Science, and the Arts].

### **Promotion in one school from associate professor, with tenure, to professor, with tenure, and promotion from research associate professor to research professor:**

Matthew Rainier, associate professor of neurology, with tenure, Department of Neurology, Medical School, is recommended for promotion to professor of neurology, with tenure, Department of Neurology, Medical School [also being promoted to research professor, Life Sciences Institute].