Building and Academic Profile and becoming an Independent Researcher

Applicant AND Reviewer Perspectives

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Who Should be Promoted

• Key achievements under the four criteria - Research, Teaching, Service to College, Engagement with Discipline/Society

• Significance and the lasting transformational value of achievements

• Potential for future additional contributions
Principal Strengths Statement

- Key aspects of your research expertise that support your application for promotion
- Measures of impact (citations, impact factors, downloads, policy contributions, patents, etc)
- With whom or with what impact criteria should you be compared and where do you stand in that comparison
- Research grants – roles and actual money brought in
- Top 10 publications (why?) – high impact and you played significant role in the publication
- What is the Measure of your Research Independence, Disciplinary or Multidisciplinary leadership?
Research Measures

- Discovery, creation or critical development of new facts, ideas, theories or processes that advance knowledge in the relevant discipline or field of study or result in works of artistic accomplishment.

- Integration of the above into new syntheses

- Application of new discoveries, creations, developments or syntheses to activities outside the university that are in consequence conducted differently

- Publication or dissemination by other methods of any of the above for purposes of education or informing a wider public.

- Publications related to the conduct of pro bono consulting activities

- Patents and Licenses
What Your Statement Should Say

• How are these things measured in your discipline and which of the research products are the most important – be sure your peer reviews support this.

• Facts and figures – not long narratives

• A sense of integration, purpose and trajectory

• Concrete measures of prominence – invited addresses, visiting appointments, awards, international conferences
Teaching Measures

• Introduction of the concepts, methods, and subject matter of the discipline or field of study in a manner which stimulates those taught and enables them to engage with the knowledge in a critical and independent manner appropriate to the level at which they have been taught.

• Curriculum design, course management, instruction, assessment, and the creation of a social and academic environment that promotes learning.

• Innovative approaches to teaching, describe these? recognition and awards for excellence in teaching for example publications, Provost teaching and other awards.

• Initiation into research by supervision of dissertations or other research projects at the appropriate level.

• Supervising students to completion.
What Your Statement Should Say

• Facts and figures on classes taught, courses created, use of innovative teaching approaches

• Recognitions and awards

• Published teaching materials and textbooks

• Formal not anecdotal student evaluations

• Evidence of improving teaching by responding to student and peer reviews and taking formal courses

• Completion of theses supervision

• Explanation of actual role in any team activities

Peer reviews should reinforce and provide examples of impact
Service to College

• Administrative and management activities at the level of a discipline, school, centre, faculty or college-wide committee or working party

• Pastoral role as a College tutor

• Management role such as Head of Discipline, Head of School, Dean or College Officer

• Mentoring

• Societal engagement relevant to the College’s mission statement
What Your Statement Should Say

• That you are a good citizen of your school and university with facts and figures to support this statement

• Listings of committees and administrative roles with specific reference to products that were produced and your actual role in the production.

  **NOTE**: evidence of accepting leadership roles and long standing participation helps establish good citizenship. Peer reviews should speak to this.

• Mentoring of students, post-docs and junior faculty (including examples of career successes this supported)
Engagement with the Discipline/Society

- External examining
- Invited appearances before academic or public audiences
- Organization of workshops, seminars, conferences or other collaborative intellectual activity
- Service to the intellectual infrastructure of the discipline or field of study (editing research journals, conference proceedings, other scholarly publications, or web sites, refereeing submitted materials, etc.)
- Contribution to academic and professional bodies
- Contribution to national and international bodies
- Pro bono consultancies resulting in publication
- Professional advice to government and public organizations
What Your Statement Should Say

• Sustained facts and figures on presentations, journal and conference contributions and pro bono work

• Awards and recognitions

• Measures of the impact of your work (how an organization has changed, increased impact factor while editing a journal, improved membership of a professional organization you have led, being accessed by policy makers as an expert)