ACADEMIC PROMOTION AND PROGRESSION
Louise Power
Are you a good, excellent, outstanding or exceptional:

- Teacher
- Colleague
- Researcher and collaborator
- Mentor and Role Model
- Discipline member within Trinity, nationally and globally
- School member
- Faculty member
- College member, serving the community
YOUR ASSESSORS...

As a Teacher: Students [feedback] (you can include in your application)

As a Colleague: Researcher/collaborator: Peer Reviewers (Are you 1st author?) Discipline member: Head of Discipline School member: Head of School Faculty member: Dean

External Assessors

HELP – SHARE – CONNECT - USP
Who you are, how you act and your successes reflect on the University

Trinity wants staff who are engaged with the University and are aligned to the Mission, Vision and Values

Some of my best friends are interdisciplinary
Vision
As a university of global consequence, we will be known for realising student potential and for research and scholarship that benefits Ireland and the world.

Mission
We provide a liberal environment where independence of thought is highly valued and where all are encouraged to achieve their full potential.

Core Strategies

Provide a transformative experience for a diverse student community

Undertake research that addresses local and global challenges

Fearlessly engage to advance the cause of a pluralistic, just, and sustainable society

Key Goals

Strengthen Community
Activate Talents
Engage Wider Society

Promote Student Life
Build Valuable Partnerships
Demonstrate Institutional Leadership

Renew the Trinity Education
Research for Impact
Secure Trinity’s Future

Values
Multidisciplinary Excellence
Responsible Governance
Diversity & Inclusivity
Academic Freedom
Dialogue, Civic Action & Global Citizenship
Be the talent that makes us a University of Global Consequence

Know where you are going or you will end up lost
What skill level do you need to get to your goal?
Good Performance Teaching

Good Performance Research

Satisfactory Performance College Admin duties

Provide Evidence of contribution to the discipline and community
ESPECIALLY DISTINGUISHED PERFORMANCE IN ASSISTANT PROFESSORS WILL BE REWARDED THROUGH ACCELERATED ADVANCEMENT

- Exceptional performance teaching
- Exceptional performance research
- Exceptional performance Contribution to College
- Exceptional performance to the Discipline
A SUCCESSFUL ASSOCIATE PROFESSOR

- research programme of significance; clear evidence of sustained research output and impact; begun to develop an international reputation; track-record of success in research grant applications
- key role in the development of inter-institutional research collaborations, national and/or international; evidence that he/she is continuing on a trajectory of research excellence; operating independently and as a senior member of teaching teams
- developed successful teaching programmes or introduced innovations of significance in existing programmes
- demonstrable commitment to enhancing teaching quality; experience of supervision of research students
- undertaken leadership positions at Discipline, School, Faculty or College level; significant contribution to the School, College and field; strong contribution on outreach activities
A successful ‘Professors in’

<table>
<thead>
<tr>
<th>Criteria</th>
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<tbody>
<tr>
<td>substantial and sustained research output and impact; strong leadership in research</td>
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<tr>
<td>clear research focus; well developed /recognised international research profile; international research collaborations of significance</td>
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<tr>
<td>has been awarded major research grants and has built a research team of significance (where appropriate to the discipline);</td>
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<td>contribution 2 research reputation of College</td>
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<td>excellent educator; leadership in teaching</td>
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SUCCESSFUL PROFESSORS OF (PERSONAL CHAIRS)

- unique substantive contribution
- shaped field, fundamental/enduring manner
- research leader
- mentor
- trajectory research excellence/impact
- inspiring
- attracting excellent academics
- attracts postgrads
- challenging
- sustained achievement
- significant track-record
- transformational impact

Sustained achievement and trajectory research excellence/impact are key attributes. Research leaders and mentors are essential in attracting excellent academics. Inspiring and transformational impact are fundamental in shaping the field.
THE PROCESS
THE PROMOTION APPLICATION PROCESS STAGES

PEER REVIEW and APPLICATION
- Advertisements / call for promotions
- Seeking Peer Reviewers and HOD/HOS endorse
- Application form

PAPER REVIEW by COMMITTEE
- Committee paper
- Assessment of your application and peer reviewers (associate and professors)
- Scoring / weighting

INTERVIEW by COMMITTEE
- External assessors review your application
- Compete cross faculty through interview
- Scoring / weighting

RESULTS
- Feedback
- Recommendation to Council
- Implementation of Promotion
REVIEW AND ASSESSMENT AT COMMITTEE

- The Committee Members assess each candidates application (form, head of discipline/school endorsement, peer review reports) independently from other committee members, and for applications for associate and professor grades they score.

- The Committee meet and share scores anonymously.

- Discussion takes place for individual candidates on each of the four headings: Research, Teaching, Contribution Discipline, and Service to College.

- A Final score is agreed for each criterion for each candidate.

- The best candidates get shortlisted for interview.
SHORT SELF ASSESSMENT
# SCORING SYSTEM FOR SENIOR ACADEMIC PROMOTIONS 2014

<table>
<thead>
<tr>
<th>MARKS AWARDED</th>
<th>DESCRIPTIONS</th>
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<tbody>
<tr>
<td>0-4</td>
<td>Minimal or no evidence of achievement for the relevant promotional grade applied for</td>
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<tr>
<td>5-9</td>
<td>Some evidence of achievement for the relevant promotional grade applied for</td>
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<tr>
<td>10-14</td>
<td>Clear or Strong evidence of high level of achievement and performance for the relevant promotional grade applied for</td>
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<tr>
<td>15-18</td>
<td>Notable high quality performance and impact of work for the relevant promotional grade applied for</td>
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<tr>
<td>19-22</td>
<td>Outstanding performance, exceeding excellence, the quality and significance/impact level are substantial and sustained for the relevant promotional grade applied for</td>
</tr>
<tr>
<td>23-25</td>
<td>Truly exceptional performance. Significant quality and impact for the relevant promotional grade applied for</td>
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## Weightings for Your Application at Shortlisting

<table>
<thead>
<tr>
<th></th>
<th>Research</th>
<th>Teaching</th>
<th>Service</th>
<th>Engagement</th>
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</thead>
<tbody>
<tr>
<td><strong>Associate Professor</strong></td>
<td>33%</td>
<td>33%</td>
<td>17%</td>
<td>17%</td>
</tr>
<tr>
<td><strong>Professor in</strong></td>
<td>45%</td>
<td>25%</td>
<td>15%</td>
<td>15%</td>
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<tr>
<td><strong>Professor of (Personal Chair)</strong></td>
<td>50%</td>
<td>25%</td>
<td>10%</td>
<td>15%</td>
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<tbody>
<tr>
<td><strong>Marks out of 25</strong></td>
<td></td>
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<tr>
<td></td>
<td>15</td>
<td>18</td>
<td>20</td>
<td>22</td>
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<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Associate Professor</strong></td>
<td>20%</td>
<td>24%</td>
<td>14%</td>
<td>15%</td>
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<td></td>
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</tr>
<tr>
<td><strong>Professor in</strong></td>
<td>27%</td>
<td>18%</td>
<td>12%</td>
<td>13%</td>
</tr>
<tr>
<td><strong>Professor of (Personal Chair)</strong></td>
<td>30%</td>
<td>18%</td>
<td>8%</td>
<td>13%</td>
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</table>

| **Total**                |          |          |         |            |
| **Associate Professor**  |          |          |         |            |
| **Professor in**        |          |          |         |            |
| **Professor of (Personal Chair)** |          |          |         |            |

| **Total**                |          |          |         |            |

| **Total**                | 72%      |          |         |            |
| **Total**                | 70%      |          |         |            |
| **Total**                | 69%      |          |         |            |
Next promotions round?

- Read and understand the Policy, requirements and what a successful candidate looks like (Guidance Criteria)
**Hot Tips**

- Find a role model and a mentor (Ronan MacDermott)
- Seek feedback and listen
- Identify your goals, values and have a plan
- Manage your own career (Rowan Manahan)
- Work hard
- Do not ignore any part of the requirements, focus on your impact, including your h-index (Niamh Brennan)
- Remember you are competing cross faculty
- **Define your independence as a researcher, have your own unique research area with big plans** (Mary McCarron)

**Commit and Invest**
THANK YOU