Academic Promotion

Information session, 24 April 2017
Welcome
Nicole Gower, Director, HR

SESSION OVERVIEW

10.15am  Overview of the new promotion scheme
11.00am  Promotion criteria: Discovery, Integration and Application
12 noon  Lunch
12.30pm  Promotion criteria: Teaching and Leadership & Citizenship
1.30pm   New promotion process
2.00pm   Preparing your application
2.30pm   Q&A
New promotion scheme

WHY HAVE WE CHANGED?

The previous scheme

Criteria
- Teaching
- Research
- Community Engagement

Standard

<table>
<thead>
<tr>
<th>Level</th>
<th>Criteria</th>
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</thead>
<tbody>
<tr>
<td>Level B and C</td>
<td>Excellence in 1 area, Achievement in 2 areas</td>
</tr>
<tr>
<td>Level D</td>
<td>Excellence in 2 areas, Achievement in 1 area</td>
</tr>
<tr>
<td>Level E</td>
<td>Excellence in all 3 areas</td>
</tr>
</tbody>
</table>

Issues
- Does not recognize different strengths/career pathways
- High bar for promotion to professor
- More difficult and more cumbersome than external recruitment
- Not transparent in application
New promotion scheme

KEY OBJECTIVES

• Strengths-based
• Greater alignment between promotion and recruitment
• Merit-based
• Acknowledges the diversity of academic work
• Flexible career pathways
• Fair and transparent
• Better experience and less cumbersome process
• Greater involvement from faculty
New promotion scheme

KEY CHANGES

• New **criteria**: based on Boyer’s four areas of scholarship and an additional Leadership & Citizenship criterion

• New **promotion committees model**:
  o FPC for all levels
  o UPC for levels D and E

• Improved **application process**:
  o clearer forms, shorter case for promotion & semi-structured CV
  o no requirement to submit hard copy sources of evidence folder
  o no requirement to organise referee reports
  o standard interviews
New promotion scheme

WHY BOYER?

• Academics have been doing more than research, teaching and service for some time
• A better recognition of the complexity and diversity of scholarship
• Concern that other approaches (e.g. different promotion streams) limit career pathways
• Scholarship at the core

Ernest L. Boyer: Scholarship Reconsidered, The Priorities of the Professoriate 1990
Promotion criteria explained

Professor Marie Herberstein, Chair, Academic Senate
# New promotion criteria

<table>
<thead>
<tr>
<th>The scholarship of Discovery</th>
<th>The scholarship of Application</th>
<th>The scholarship of Teaching</th>
<th>The scholarship of Integration</th>
<th>Leadership &amp; Citizenship</th>
</tr>
</thead>
</table>

Promotion to B/C – 8 points (min 1 point from Leadership/Citizenship)
Promotion to D/E – 9 points (min 2 points from Leadership/Citizenship)
Outstanding in at least one category

| 0 = No achievement or n/a |
| 1 = Achieved |
| 2 = Superior |
| 3 = Outstanding |
New promotion criteria

• Applicants self-assess in each category for which they claim achievement. Promotion Committee assesses whether the applicant’s case is justified, based on the evidence provided.

• The scoring system is flexible: applicants do not need to score across all 5 categories (except mandatory points in Leadership & Citizenship).

• The indicators/examples of evidence are indicative only and not a checklist – the focus is on quality of achievement, not on the number of indicators/examples covered by an applicant.
Discovery

The pursuit of new knowledge and understanding; the outcomes, process and passion that add value to discovery

- Research output (publications of original research, creative works)
- Research impact (citations, journal and publisher quality)
- Grant income
- HDR supervision (student completions and thesis examinations)
Integration

- Synthesis of research and contribution to interdisciplinary research teams, publication and dissemination of research findings beyond disciplinary boundaries
- Embedding research activity or research into student learning and curriculum
- Media or community communications
- Contribution to tertiary education policy and practice

Linking and connecting disciplines; giving meaning and perspective to original research and/or research fields; connecting discovery with curriculum; illuminating and interpreting discoveries to bring new insight; changing practice at University

[Within University Sector]
Activities that link universities with society; the translation and application of knowledge and discovery to the broader community; a two-way flow where knowledge can inform application and application can inform discovery; connecting students with, and embedding learning into applied practice

[Outside University Sector]

• Engagement with industry, government or community of value to the University

• Contributions to enhancing the employability of graduates

• Positive engagement and/or leadership within one’s profession or discipline outside the academy
Promotion criteria explained
Professor Sherman Young, PVC (Learning and Teaching)
Teaching

Maintaining the continuity of human knowledge via a dynamic exchange of ideas to facilitate active learning; encouraging and equipping students with critical, creative thinking; instilling the ability and passion for learning, and actively shaping all forms of scholarship

- Curriculum or learning environment development and innovation
- Excellent student outcomes, properly moderated
- Peer and student review of teaching quality
- Reflective engagement with feedback
- Professional development and/or accreditation
- Broad and deep engagement with the scholarship of learning and teaching
Leadership & citizenship

Modelling the University values and leadership qualities; active contribution to the University and broader academic community

• Demonstration and modelling of University values of scholarship, integrity and empowerment through everyday behaviour and conduct

• Active service and contribution to University strategy and business through administrative and leadership roles, and to the broader academic and non-academic community

• Mentoring and development of others and self

• Reflective practice
Promotion process

Nicole Gower, Director, Human Resources
Promotion process

1. Prepare
   - Review Policy, Procedure & Criteria
   - Consult with your HoD
   - Prepare your application
   - Contact your referees
   - HoD report

2. Apply
   - All applications are due by 1 August 2017

   - FPC assessment and interviews
   - Applications for Levels D and E are further assessed by UPC

3. Assessment

4. Outcome
   - FPC Chairs (Executive Deans) notify applicants of the outcome
   - Promotion effective date – 1 January 2018
## Referees

<table>
<thead>
<tr>
<th>Level</th>
<th>Referees nominated by the applicant:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Levels B and C</td>
<td>4 referees nominated by the applicant:</td>
<td></td>
</tr>
<tr>
<td></td>
<td>• 2 referees who are either peers or junior colleagues/students</td>
<td></td>
</tr>
<tr>
<td></td>
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<tr>
<td>Level D</td>
<td>4 referees nominated by the applicant:</td>
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</tr>
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<td>• 2 referees who are either peers or junior colleagues/students</td>
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<tr>
<td>Level E</td>
<td>4 referees nominated by the applicant:</td>
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## Assessment process

<table>
<thead>
<tr>
<th>Level</th>
<th>FPC</th>
<th>UPC</th>
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<tbody>
<tr>
<td>Level B</td>
<td>Y</td>
<td></td>
</tr>
<tr>
<td>Level C</td>
<td>Y</td>
<td></td>
</tr>
<tr>
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<td>Y</td>
<td>Y</td>
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<td>Y</td>
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All applicants will be interviewed by their Faculty Promotion Committee.

**Purpose of interviews:**
- consistent promotion experience for all applicants
- an opportunity to present your case to the Promotion Committee in person
- greater alignment between recruitment and promotion processes.
Preparing your application
Professor Marie Herberstein, Chair, Academic Senate
Your promotion portfolio

Application

CV

Head of Department Report

Applicant nominated referee reports x4

Levels D & E: Independent references x2
Your promotion portfolio

- **Application form**: includes self-assessment, referee nomination and case for promotion (no more than 8 pages)
- **CV**: semi-structured template (not essential to use the template)
- **Head of Department Report**: a structured questionnaire regarding nature of discipline, expectations within department and applicant’s performance
- **Referee reports**: structured questionnaire; referees will be contacted by HR
- **Independent references**: applications to Levels D and E will be assessed by 2 independent referees nominated by HoD and endorsed by the Executive Dean (similar to the previous external assessor process for Level E applicants)
What makes a strong application

- Verifiable evidence with a focus on achievements since last promotion or appointment
- Evidence of quality and impact
- Clear, succinct, well-written and well-presented case for promotion and a well-prepared strong interview
- Application specifically addresses relevant promotion criteria
- Avoid using overlapping evidence
- Demonstrated commitment to modelling the University’s values and reflective practice
For more information:
[Academic Promotion Policy, Procedure and Criteria](http://example.com)
[Academic Promotion webpage and FAQs](http://example.com)

Contact:
Catherine L.R. McDonald, Academic Promotions Coordinator on [academicpromotions@mq.edu.au](mailto:academicpromotions@mq.edu.au)