



TRINITY COLLEGE DUBLIN  
COLÁISTE NA TRÍONÓIDE

THE  
UNIVERSITY  
OF DUBLIN

# 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 processes that advance knowledge in the relevant discipline or field of study 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)

