



ACADEMIC PROMOTION AND PROGRESSION

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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:

(Are you 1st author?)



Peer Reviewers

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



Summary of College Strategy

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?**



MERIT BAR

Good Performance Teaching

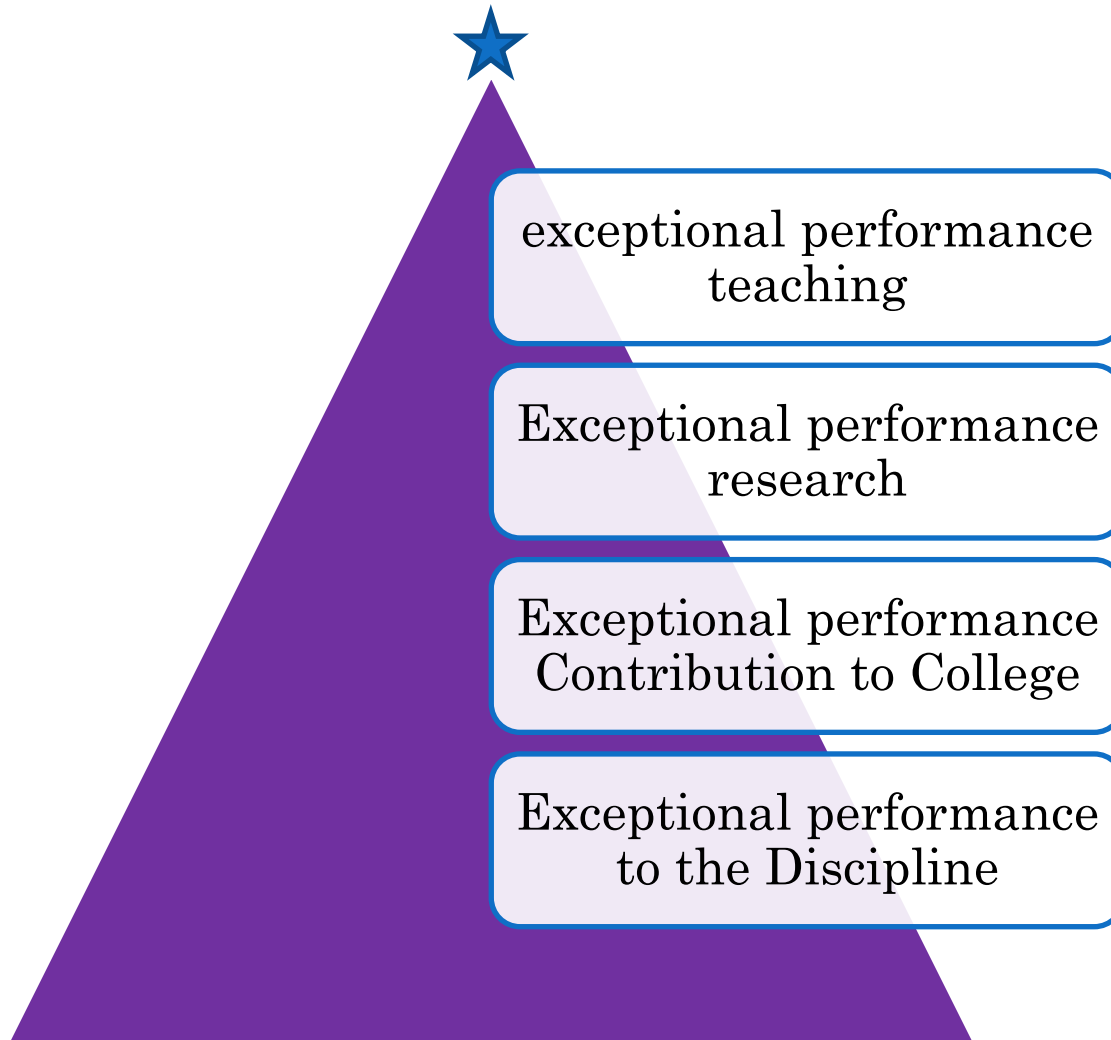
Good Performance Research

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**



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



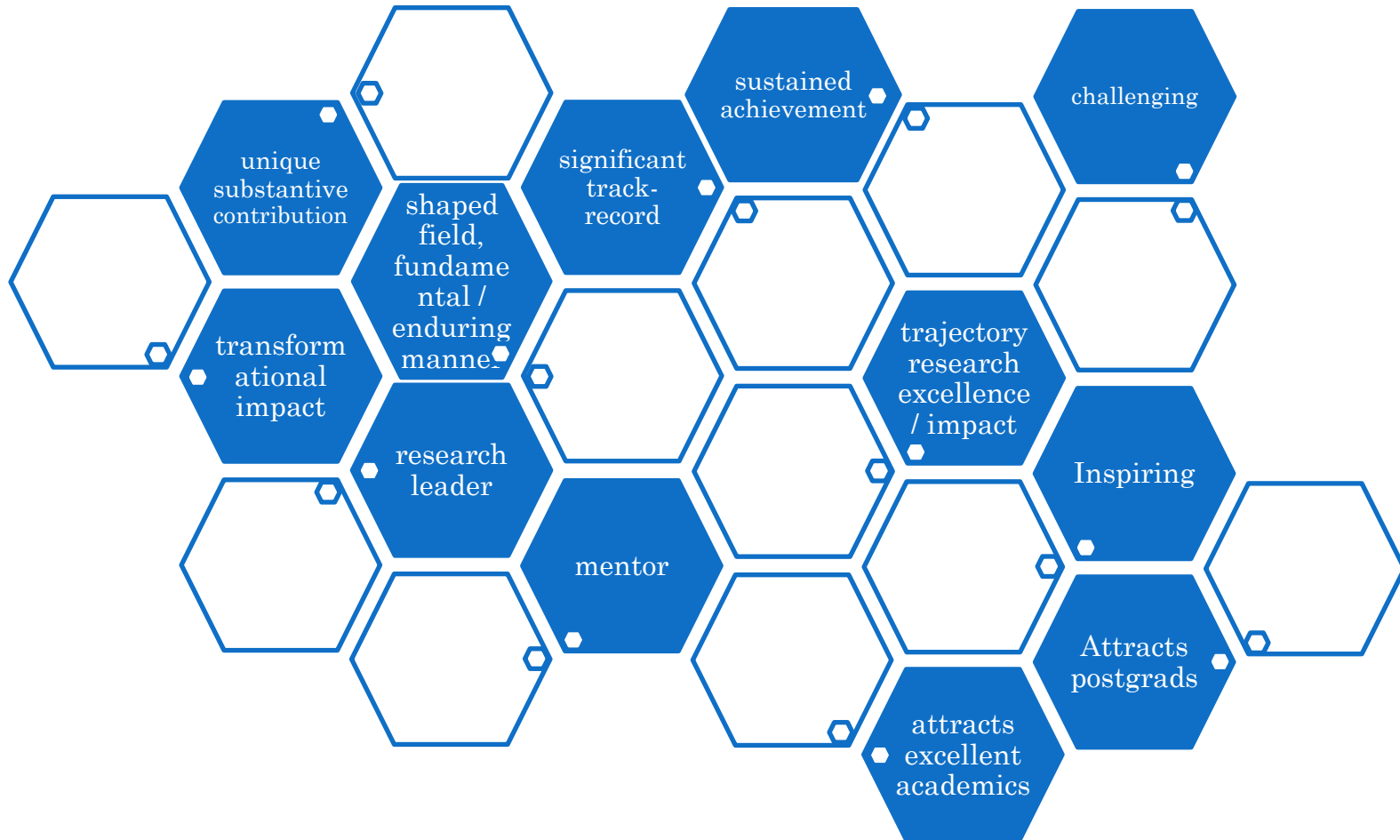
A SUCCESSFUL 'PROFESSORS IN'

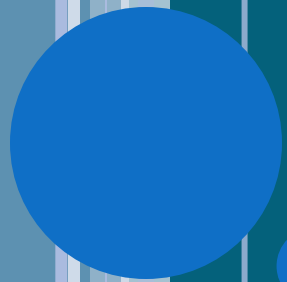


substantial and sustained research output and impact; strong leadership in research
clear research focus; well developed /recognised international research profile; international research collaborations of significance
has been awarded major research grants and has built a research team of significance (where appropriate to the discipline);
contribution 2 research reputation of College
excellent educator; leadership in teaching



SUCCESSFUL PROFESSORS OF (PERSONAL CHAIRS)





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

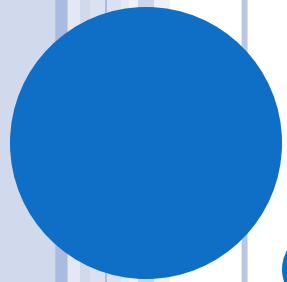
- Feedback
- Recommendation to Council
- Implementation of Promotion



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

MARKS AWARDED	DESCRIPTIONS
0-4	Minimal or no evidence of achievement for the relevant promotional grade applied for
5-9	Some evidence of achievement for the relevant promotional grade applied for
10-14	Clear or Strong evidence of high level of achievement and performance for the relevant promotional grade applied for
15-18	Notable high quality performance and impact of work for the relevant promotional grade applied for
19-22	Outstanding performance, exceeding excellence, the quality and significance/impact level are substantial and sustained for the relevant promotional grade applied for
23-25	Truly exceptional performance. Significant quality and impact for the relevant promotional grade applied for



WEIGHTINGS FOR YOUR APPLICATION AT SHORTLISTING

	RESEARCH	TEACHING	SERVICE	ENGAGEMENT	
ASSOCIATE PROFESSOR	33%	33%	17%	17%	
PROFESSOR IN	45%	25%	15%	15%	
PROFESSOR OF (PERSONAL CHAIR)	50%	25%	10%	15%	
marks out of 25	RESEARCH	TEACHING	SERVICE	ENGAGEMENT	
	15	18	20	22	TOTAL
ASSOCIATE PROFESSOR	20%	24%	14%	15%	72%
PROFESSOR IN	27%	18%	12%	13%	70%
PROFESSOR OF (PERSONAL CHAIR)	30%	18%	8%	13%	69%



NEXT PROMOTIONS ROUND?

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

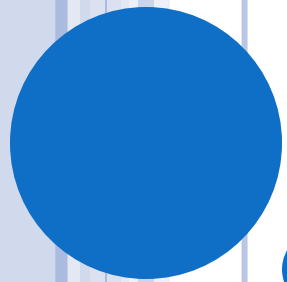


HOT TIPS

- 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