



School of Dental Science/Dublin Dental University Hospital (DDUH)

Senior Academic and Academic Consultant Promotions Procedure (DDUH)

1. Context

In line with the best universities in the world, it is important that our academic staff are given the opportunity to grow and progress in their academic roles and thus contribute to the mission of the DDUH. The Senior Academic Promotions procedure allows individuals to avail of promotion to an appropriate grade in a manner that is fair, robust and transparent for all, and that promotes the deeply held values of equality of opportunity within the College and Hospital.

Academic and Academic Consultant staff are recruited with the expectation that they shall, over time, expand their activities in education and research and increase the range and expertise that they bring to the role. Therefore, this expectation must be met with a promotions procedure that is transparent and fair.

2. Scope

These procedures apply to DDUH-employed staff applications for promotion to

Academic Staff Contract Type (Title)	Academic Consultant Staff Contract Type (Title)
Professor Of (Personal Chair)	Professor/Consultant
Associate Professor (Professor In)	Associate Professor/Consultant (Professor In)
Senior Lecturer (Associate Professor)	Senior Lecturer/Consultant (Associate Professor)

The grade of Professor Of (Personal Chair) corresponds to the Professor salary scale;

Professor In corresponds to the Associate Professor salary scale and Associate Professor corresponds to the Senior Lecturer salary scale. Staff who hold a Dublin Dental University Hospital (DDUH) contractual arrangement are eligible to apply through this SAPC process. The Academic Consultant grades are those set out in the HSE Consolidated Pay Scales, and only apply to holders of an Academic Consultant contract. ¹

This process does not apply to Clinical Staff who wish to apply for an honorary clinical academic title. Staff holding a permanent (non-academic) hospital consultant post should refer to the Trinity '**Review Procedures for Clinical Staff for Promotion to Clinical Professor, Clinical Associate Professor and Clinical Senior Lecturer Grades**'.

3. Implementation

The academic promotions round will normally run annually, contingent on available funding for DDUH staff, as decided by the Board of DDUH.

4. Eligibility

4.1 To be eligible to be considered for promotion to as described under Section 2 above, staff must have passed probation prior to submitting an application and have had their appointment ratified by the DDUH Board.

4.2 Candidates for promotion would normally be at the top of the salary scale for their grade and would apply for the next higher academic grade.

4.3 Each application shall be judged on its own merits, regardless of the outcome of any application in previous rounds.

5. Governance²

5.1 At the start of the academic year, the DDUH Executive Team will approve the initiation of the timeline for the academic promotions process. The Provost will propose the membership of the Faculty Senior Academic Promotions Committees and the Senior Academic Promotions Committee to Council and to the DDUH Board for approval.

5.2 The Dean of Dental Affairs will seek the approval of the DDUH Board for the indicative quota for promotions at each grade; this shall be formulated in the context of the available financial resources and with due concern for implementing the DDUH and University's gender equality policies as well as the number of candidates who would normally be eligible for promotion to each of the grades. The final decision as to the precise

¹ Academic consultants in the DDUH appointed prior to 2012 are on a four grade scale; Professor/Consultant, Associate Professor/Consultant, Senior Lecturer/Consultant and Lecturer/Consultant

² See Appendix 3 for timeline for the process.

number of promotions recommended at each grade will be made by the Senior Academic Promotions Committee.

The Hospital Board (DDUH) will decide the number of promotions at each grade from the candidates recommended by the Senior Academic Promotions Committee, and considering the strategic needs of the institution and available resources.

- 5.3 There is one stage of assessment for senior academic promotion.
- 5.3.1 The Faculty Senior Academic Promotions Committee³ will consider the applications of all those within their Faculty (including those from DDUH) who have applied for promotion to Associate Professor, Senior Lecturer / Consultant, Professor In, and Associate Professor / Consultant as outlined in 2. above. The Faculty Senior Academic Promotions Committee will bring its recommendations for promotion to the Senior Academic Promotions Committee for noting.
- 5.3.2 The Senior Academic Promotions Committee will review applications for promotion to Professor Of (Personal Chair) and Professor / Consultant This Committee has responsibility for maintaining an overall consistency in the procedure.
- 5.4 The Senior Academic Promotions Committee brings its recommendations for promotion to Council for approval and Board for noting.
- 5.5 It may also make recommendations to the University Council on relevant matters of policy and procedures.
- 5.6 In addition, the Senior Academic Promotions Committee reviews, and makes recommendations to Council, on applications for Adjunct Associate, Adjunct and Honorary Professor Titles.

5.7 Membership – Faculty Senior Academic Promotions Committee

The Provost proposes the Chair and membership of the Faculty Senior Academic Promotions Committee to Council for approval (see 5.3.1 above), on the recommendation of the Faculty Dean. Members other than the Faculty Dean serve a three-year term from the date of first appointment.

In order for the Committee to be quorate at least seven members from those specified below must be present, not including the Secretary and those in attendance, and due consideration shall be made to ensure gender balance. Where, for unavoidable reasons, a

³ There will be one Faculty Senior Academic Promotions Committee for each Faculty – FAHSS, FSTEM and FHS

member cannot be present, the Provost, on advice of the Faculty Dean, may appoint a replacement informing Council at the next meeting.

	Membership of the Faculty Senior Academic Promotions Committee	Scoring Responsibility	Membership Term
1	Chair: Vice-Provost, Chief Academic Officer	no	Ex officio
2	Faculty Dean	no	Ex officio
3-7	Professors in the Faculty (Professor of/in) reflecting a range of disciplinary interests x5*	yes	3 years
	Member nominated by IFUT/ASA x 1	yes	3 years
9-11	External member x 3* - distinguished academics corresponding to Faculty Areas	yes	3 years
12	Secretary: Director of HR (or nominee)	no	In attendance
13	In attendance: Faculty HR Partner	no	In attendance

*Ideally 5, can be expanded to a maximum of 6.

**Drawn from a panel of external members. The same three external members will be used for a promotion round.

5.8 Membership – Senior Academic Promotions Committee

The Provost proposes the membership of the Senior Academic Promotions Committee to Council. Members, other than those ex officio, serve a three-year term from the date of first appointment. In order for the Committee to be quorate at least seven members from those specified below must be present, not including the Secretary and those in attendance, and due consideration shall be made to ensure gender balance. Where, for unavoidable reasons, a member cannot be present, the Provost, on advice of the Faculty Dean, may appoint a replacement informing Council at the next meeting.

	Membership of the Senior Academic Promotions Committee	Scoring Responsibility	Membership Term
1	Chair: Provost (or nominee)	no	Ex officio
2	Vice-Provost/Chief Academic Officer	yes	Ex officio
3-5	Faculty Deans x 3	yes	Ex officio
6-8	Professors x 3 (one per Faculty)	yes	3 years
9-11	External members x 3* – distinguished academics corresponding to Faculty areas	Yes	3 years
12	Member nominated by IFUT/ASA at Professor Of or In grade x 1	yes	3 years
13	Secretary: Director of HR (or nominee)	no	In attendance

*Drawn from a panel of external members. The same three external members will be used for a promotion round.

6. Criteria and Threshold Scoring Methodology

6.1 At each stage of assessment, candidates are assessed under the criteria³:

- Research and Scholarship
- Teaching
- Service to College/School/Hospital
- Engagement with Discipline(including clinical) and Society

6.2 The weightings applied to the four criteria differ according to the grade:

Grade/Title (as per Trinity College Dublin title and payscale)	Research and Scholarship (%)	Teaching (%)	Service to College/ Hospital (%)	Engagement with Discipline / Society (%)
Professor of (Personal Chair)	50%	25%	15%	10%
Professor in	45%	25%	15%	15%
Associate Professor	40%	40%	20%	

Grade/Title (as per HSE title and payscale)	Research and Scholarship (%)	Teaching (%)	Service to College/ Hospital (%)	Engagement with Discipline / Society (%)
Professor/Consultant	40%	20%	20%	20%
Associate Professor/ Consultant	35%	20%	20%	25%
Senior Lecturer/Consultant	35%	20%	20%	25%

³ See Appendix 4 for definitions

6.3 The Faculty Senior Academic Promotions Committee and the Senior Academic Promotions Committee shall apply a threshold scoring methodology. Committees would expect to see a rising trajectory, particularly for promotion to a Personal Chair and to Professor in. The table in Appendix 1 indicates the way in which scoring shall be conducted.

6.4 In order to be recommended by the Faculty Senior Academic Promotions Committee for for promotion to Associate Professor, Senior Lecturer / Consultant, Professor In or Associate

Professor / Consultant, a candidate must achieve a threshold score as detailed in Appendix 1 of at least 'clear evidence' in all criteria and an 'outstanding evidence' score in at least one of the research and scholarship or teaching criteria.

6.5 In order to be recommended by the Senior Academic Promotions Committee for promotion to Professor Of (Personal Chair) or Professor / Consultant, a candidate must achieve a threshold score as detailed in Appendix 1 of at least 'clear evidence' in all categories and an 'outstanding evidence' score in at least one of research and scholarship or teaching.

6.6 Personal Circumstances (personal or professional) are considerations which the relevant Faculty Senior Academic Promotions Committee and the Senior Academic Promotions Committee take into account. The process assesses a candidate's merit relative to their opportunity to accrue that merit. See Appendix 2 for further details.

7. Roles and Responsibilities

7.1 All persons involved in the process and the consideration of applications must exercise impartiality and fairness and be seen to do so.

7.2 Any person who has an interest that may be seen as prejudicial to impartiality must declare this to the relevant Chair and relevant Committee.

7.3 All documentation must be treated in the utmost confidence.

7.4 The College's Equality Policy and the Hospital's Dignity and Respect at Work Policy must be observed at all times and all members are expected to be familiar with its contents.

7.5 All internal members of Committees must have completed Living Equality And Diversity (LEAD) training and external members of the Committees shall be encouraged to do so.

7.6 Faculty Senior Academic Promotions Committee

7.6.1 Associate Professor, Senior Lecturer / Consultant, Professor In and Associate Professor / Consultant

Prior to the meeting of the Faculty Senior Academic Promotions Committee each scoring member of the Committee shall review and score the applications (including references and Head of School Signed Report) independently. Each scoring member shall then submit their scores to the Committee Secretary in advance of the meeting. The scores will be collated by the Secretary and a consolidated score along with anonymised individual scores will be presented to the Faculty Senior Academic Promotions Committee. Following review, the Committee will agree on a single agreed score for each candidate. There is a quota at this stage of the process. The agreed list of the candidates recommended for promotion shall be forwarded to the Senior Academic Promotions Committee for noting.

Each complete application to the Faculty Senior Academic Promotions Committee shall include a Head of School signed report (see Appendix 3) and two external referee reports.

7.7 Senior Academic Promotions Committee

7.7.1 Professor of (Personal Chair) or Professor/Consultant

Prior to the meeting of the Senior Academic Promotions Committee each scoring member of the Committee shall review and score the applications (including references and Head of School Signed Report). Each scoring member shall then submit their scores to the Committee Secretary in advance of the meeting. The scores will be collated by the Secretary and a consolidated score along with the anonymised individual scores will be presented to the Senior Academic Promotions Committee for review and to agree a collective score for each of the candidates. A candidate that achieves a threshold score as detailed in Appendix 1 of at least 'clear evidence' in all categories and an 'outstanding evidence' score in at least one of research and scholarship or teaching will be invited for interview.

Following interview, the consolidated score for each candidate along with anonymised individual scores will be presented to the Senior Academic Promotions Committee for review and a final agreed score for each of the candidates will be agreed by the Senior Academic Promotions Committee taking into account the performance at interview.

Each complete application to the Senior Academic Promotions Committee shall include a Head of School signed report (see Appendix 3) and two external referee reports.

8. External Referees

- 8.1 The role of an external referee in relation to the Faculty Senior Academic Promotions Committee and the Senior Academic Promotions Committee is to assess research and scholarship, teaching, contribution to the discipline and international profile. Comments shall be sought on all areas of assessment and the referee shall be provided with a full copy of the candidate's application and Head of School Report, but excluding any material relating to personal circumstances.
- 8.2 Each complete application to the Faculty Senior Academic Promotions Committee and the Senior Academic Promotions Committee shall include a list of six external referees submitted by the candidate who are experts in the candidate's discipline, of which not more than one shall normally be based in Ireland. The candidate shall confirm at the time of submitting their application, that the six external referees listed by them, are willing to provide a reference in relation to their application for promotion to the level of promotion being sought, if required.

- 8.3 The candidate shall rank the names of all six external referees, the two highest ranked will be approached; should they be unavailable, written references will be sought from the next highest ranked referees on the list, until two references have been received.
- 8.4 Two external referees' reports are necessary for the application to be considered complete and considered by either the Faculty Senior Academic Promotions Committee or the Senior Academic Promotions Committee .
- 8.5 Applications which do not include sufficient external references shall be deemed ineligible for consideration by the Faculty Senior Academic Promotions Committee or the Senior Academic Promotions Committee in the current round and a resubmitted application will be considered in the following year by the Faculty Senior Academic Promotions Committee or the Senior Academic Promotions Committee subject to the receipt of at least two external references.
- 8.6 All possible efforts will be made by the Secretary to the Committee to obtain referees' reports.

8.8 Eligibility for the selection of external referees:

- 8.8.1 They should not have been co-author with the candidate within the past 7 years.
- 8.8.2 They should not be, or have been, the applicant's PhD supervisor, or vice versa.
- 8.8.3 They should not be, or have been, an examiner for a candidate's PhD student or vice versa.
- 8.8.4 They should not be, or have been, a co-grant holder or co-applicant for funding or with the candidate within the past 7 years.
- 8.8.5 They should not be, or have been co-members of the same research team.
- 8.8.6 They should not be an external member of the Faculty Senior Academic Promotions Committee or Senior Academic Promotions Committee.
- 8.8.7 They should not be a relation of the candidate. They should be at the grade that the candidate is seeking promotion to or higher.

9. Feedback

- 9.1 The purpose of feedback is to provide an unsuccessful candidate with a clear sense of what they would need to do in order to raise the level of their achievement to the standard required to obtain promotion in a future call.
- 9.2 The nature of the feedback to be given to unsuccessful candidates must be discussed and agreed by the relevant Promotions Committee prior to completion of its work. Written feedback on all unsuccessful candidates based on the relevant committee's minutes shall be

provided to unsuccessful candidates. The written feedback will be provided as soon as possible after candidates have been informed of the outcome of their application.

9.3 All unsuccessful candidates will be given the feedback on the same basis as follows:

- Written feedback statement.
- Single agreed Committee score under each of the four headings.
- Extract of minutes of relevant Committee meeting pertaining to the candidate.
- External referee reports will be made available automatically .

Candidates shall not be provided with individual scores of Committee members or related information and shall not be provided with information pertaining to other candidates.

9.4 Faculty Review Committee – Feedback to unsuccessful candidates

Following the Faculty Senior Academic Promotions Committee , the Faculty Dean and one other member of the Committee are responsible for providing feedback to unsuccessful candidates. The Faculty HR Partner will provide written feedback on all unsuccessful candidates based on the minutes of the relevant Faculty Review Committee. The documentation prescribed under 9.3 above shall be provided by the Secretary of the Faculty Senior Academic Promotions Committee to the Faculty Dean for each individual. The Dean FHS, one member of the Committee and the Faculty HR Partner shall meet with unsuccessful candidates requesting feedback, having provided written feedback as outlined in advance of that meeting.

9.5 Senior Academic Promotions Committee – Feedback to unsuccessful candidates

Following the Senior Academic Promotions Committee , the Chair, or their nominee (normally the Vice-Provost) and one other member of the Committee, shall provide feedback to unsuccessful candidates based on the minutes of the Senior Academic Promotions Committee meeting. The Secretary of the Senior Academic Promotions Committee shall provide the documentation prescribed under 9.3 above. The Chair (or their nominee), one member of the Committee and the Director of HR (or nominee) shall meet with unsuccessful candidates requesting feedback, having provided written feedback as outlined in advance of that meeting.

10. Appeal

10.1 The Appeals Committee shall be established by the Board to hear appeals arising from the decisions of the Senior Promotions Committees.

The only ground for appeal shall be an alleged material breach of the terms of the Senior Academic Promotions Committee Procedure. Appeals can be made in relation to decisions and recommendations made by Faculty Senior Academic Promotions Committees and by the Senior Academic Promotions Committee. In the case of unsuccessful candidates, appeals can arise following the communication of the decision/recommendation of the relevant Committee. In the case of successful candidates appeals arise following the decision by Council and Board.

10.2 Membership of the Appeals Committee shall be:

- Senior Dean (Chair)
- 1 IFUT/ASA Representative (3-year term)
- Two members appointed by the University Council (3-year term)

No person may be a member of the Appeals Committee who is currently a member of the Faculty Senior Academic Promotions Committees or of the Senior Academic Promotions Committee. The Senior Dean shall select two members, including if possible the IFUT/ASA Representative from a panel appointed by the University Council.

10.3 Appeals must be lodged in writing and received within four working weeks from the date on the letter of notification sent to staff members informing them of the outcome of their application. Appeals should be sent to the Chair of the Appeals Committee.

10.4 The Appeals Committee shall not make decisions or recommendations for promotion.

10.5 Where the Appeals Committee upholds an appeal the case shall be referred back to the relevant Committee for reconsideration. If the relevant Committee has been re-constituted by the time the appeal is considered then the appeal may be considered by the re-constituted Committee.

10.6 The Appeals Committee shall determine its own procedures and its decision shall be final. The Appeals Committee shall not conduct hearings.

10.7 Decisions of the Appeals Committee shall be communicated in writing to the appellant and reported in writing to the University Council and Board, and to the Chair of the Performance & Succession Subcommittee of the DDUH Board.

Appendix 1: Examples of scoring methodology

At each stage of assessment, candidates are assessed under the criteria:

- Research and scholarship
- Teaching
- Service to College/School/Hospital
- Engagement with Discipline (including clinical) and Society

The descriptors set out below shall be used to summarise the description of achievement in relation to the criteria:

- Clearly unsatisfactory
- Insufficient Evidence
- Clear Evidence
- Strong Evidence
- Outstanding Evidence

In order to be recommended by the Faculty Senior Academic Promotions Committee for promotion to Associate Professor, Senior Lecturer/Consultant, Professor In, or Associate Professor / Consultant, a candidate must achieve a threshold score of at least 'clear evidence' in all criteria and an 'outstanding evidence' score in at least one of the research and scholarship and teaching criteria.

In order to be recommended by the Senior Academic Promotions Committee for promotion to Professor Of (Personal Chair) or Professor / Consultant, a candidate must achieve a threshold score of at least 'clear evidence' in all categories and an 'outstanding evidence' score in at least one of research and scholarship or teaching.

For promotion to Professor of (Personal Chair)

The weightings to be used for promotion to Professor of (Personal Chair) are as follows:

Weightings

Grade/Title	Research and Scholarship (%)	Teaching (%)	Service to College (%)	Engagement with Discipline / Society (%)
Professor of (Personal Chair)	50%	25%	15%	10%

The table below indicates the way in which scoring shall be conducted using the weightings and performance descriptors in assessing applications for promotion to the grade of Professor of (Personal Chair)

		Research & Scholarship	Teaching	Service to College	Engagement with Discipline /Society
Performance Descriptor	Weighting (%)	50	25	15	10
		Scoring range	Scoring range	Scoring range	Scoring range
	Clearly Unsatisfactory	1-5	1-3	1-2	1
	Insufficient Evidence	6-19	4-9	3-5	2-3
	↓ THRESHOLD ↓				
	Clear Evidence	20-25	10-14	6-8	4-5
	Strong Evidence	26-44	15-22	9-13	6-8
	Required in at least one of Research and Scholarship, and Teaching				
	Outstanding Evidence	45-50	23-25	14-15	9-10

The minimum threshold scores are:

Research and Scholarship	Teaching	Service to College	Engagement with Discipline / Society
20	10	6	4

The minimum outstanding evidence scores are:

Research and Scholarship	Teaching	Service to College	Engagement with Discipline / Society
45	23	14	9

For promotion to Professor in Weightings

Grade/Title	Research and Scholarship (%)	Teaching (%)	Service to College (%)	Engagement with Discipline / Society (%)
Professor In	45%	25%	15%	15%

The table below indicates the way in which scoring shall be conducted using the weightings and performance descriptors in assessing applications for promotion to the grade of Professor In

		Research & Scholarship	Teaching	Service to College	Engagement with Discipline /Society
Performance Descriptor	Weighting (%)	45	25	15	15
		Scoring range	Scoring range	Scoring range	Scoring range
	Clearly Unsatisfactory	1-8	1-3	1-2	1-2
	Insufficient Evidence	9-17	4-9	3-5	3-5
	↓ THRESHOLD ↓				
	Clear Evidence	18-26	10-14	6-8	6-8
	Strong Evidence	27-40	15-20	9-12	9-12
	Required in at least one of Research and Scholarship, and Teaching				
	Outstanding Evidence	41-45	21-25	13-15	13-15

The minimum threshold scores are:

Research and Scholarship	Teaching	Service to College	Engagement with Discipline / Society
18	10	6	6

The minimum outstanding evidence scores are:

Research and Scholarship	Teaching	Service to College	Engagement with Discipline / Society
41	21	13	13

For promotion to Associate Professor

Weightings

The weightings to be used for promotion to Associate Professor are as follows:

Grade/Title	Research and Scholarship (%)	Teaching (%)	Service to College / Discipline / Society (%)
Associate Professor	40%	40%	20%

The table below indicates the way in which scoring shall be conducted using the default weightings (40%, 40% and 20%) and performance descriptors used in assessing applications for promotion to the grade of Associate Professor

		Research & Scholarship	Teaching	Service to College / Discipline / Society
	Weighting (%)	40	40	20
		Scoring range	Scoring range	Scoring range
	Clearly Unsatisfactory	1-4	1-4	1-2
	Insufficient Evidence	5-15	5-15	3-7
	↓ THRESHOLD ↓			
	Clear Evidence	16-20	16-20	8-10
	Strong Evidence	21-32	21-32	11-16
	Required in at least one of Research and Scholarship, and Teaching			
	Outstanding Evidence	33-40	33-40	17-20
Performance Descriptor				

The minimum threshold scores are:

Research and Scholarship	Teaching	Service to College / Discipline / Society
16	16	8

The minimum outstanding evidence scores are:

Research and Scholarship	Teaching	Service to College / Discipline / Society
33	33	17

For promotion to Professor/Consultant (Academic Consultant) for clinical staff members with a Dublin Dental University Hospital (DDUH) contractual arrangement:

The weightings to be used for promotion to Professor/Consultant are as follows:

Weightings

Grade/Title	Research and Scholarship (%)	Teaching (%)	Service to College (includes service via the hospital) (%)	Discipline /Clinical Discipline and Society (%)
Professor/Consultant	40%	20%	20%	20%

The table below indicates the way in which scoring shall be conducted using the weightings and performance descriptors in assessing applications for promotion to the grade of Professor/Consultant

		Research & Scholarship	Teaching	Service to College (includes service via the hospital)	Discipline /Clinical Discipline and Society
Performance Descriptor	Weighting (%)	40	20	20	20
		Scoring range	Scoring range	Scoring range	Scoring range
	Clearly Unsatisfactory	1-4	1-2	1-2	1-2
	Insufficient Evidence	5-15	3-7	3-7	3-7
	↓ THRESHOLD ↓				
	Clear Evidence	16-20	8-10	8-10	8-10
	Strong Evidence	21-32	11-16	11-16	11-16
	Required in at least one of Research and Scholarship, and Teaching				
	Outstanding Evidence	33-40	17-20	17-20	17-20

In order to be recommended for promotion, a candidate must achieve a threshold score of at least 'clear evidence' in all categories and an 'outstanding evidence' score in at least one of research and scholarship and/or teaching criteria.

For promotion to Associate Professor/Consultant (Professor in) or Senior Lecturer/Consultant (Associate Professor) for clinical staff members with a Dublin Dental University Hospital (DDUH) contractual arrangement:

For Promotion to Associate Professor/Consultant or Senior Lecturer/Consultant

The weightings to be used for promotion to Associate Professor/Consultant or Senior Lecturer/Consultant are as follows:

Weightings

Grade/Title	Research and Scholarship (%)	Teaching (%)	Service to College (includes service via the hospital) (%)	Discipline /Clinical Discipline and Society (%)
Associate Professor/Consultant	35%	20%	20%	25%

The table below indicates the way in which scoring shall be conducted using the weightings and performance descriptors in assessing applications for promotion to the grade of Associate Professor/Consultant or Senior Lecturer/Consultant

		Research & Scholarship	Teaching	Service to College (includes service via the hospital)	Discipline /Clinical Discipline and Society
Performance Descriptor	Weighting (%)	35	20	20	25
		Scoring range	Scoring range	Scoring range	Scoring range
	Clearly Unsatisfactory	1-4	1-2	1-2	1-3
	Insufficient Evidence	5-14	3-7	3-7	4-9
	↓ THRESHOLD ↓				
	Clear Evidence	15-18	8-10	8-10	10-14
	Strong Evidence	19-28	11-16	11-16	15-20
	Required in at least one of Research and Scholarship, and Teaching				
	Outstanding Evidence	29-35	17-20	17-20	21-25

In order to be recommended for promotion, a candidate must achieve a threshold score of at least 'clear evidence' in all categories and an 'outstanding evidence' score in at least one of research and scholarship and/or teaching criteria.

Appendix 2: Guidelines and Application Form for Personal Circumstances

Personal Circumstances (personal or professional) are considerations which the Senior Academic Promotions Committee and the Faculty Senior Academic Promotions Committee take into account at the time of promotion. The process assesses a candidate's merit relative to their opportunity to accrue that merit.

A range of personal or professional circumstances may be considered that have affected, interrupted or delayed the career path, performance or output of a staff member during their employment with College, which the staff member wishes the Faculty Senior Academic Promotions Committee and the Senior Academic Promotions Committee to take into account.

This form must be used by all candidates who wish to be considered for Personal Circumstances to be taken into account at the time of promotion application.

The Personal Circumstances may include but are not limited to protective leave (for example, maternity, adoptive, parental, paternity or carers' leave); long-term caring responsibilities; illness; inability to travel abroad or to undertake field work; etc. They may be ongoing circumstances or situations of a fixed duration; the candidate is invited to indicate the time period involved.

Faculty Senior Academic Promotions Committee and Senior Academic Promotions Committee

Accommodation for Personal Circumstances may be allocated to a candidate where a *prima facie* case for Personal Circumstances is accepted by the Chair and Secretary to the Committee prior to the meeting of the committee. It shall then be incumbent upon the Chair of the Committee to ensure that the Committee are aware that Personal circumstances apply to a candidate and how they might be appropriately taken into account / their probable impact on the candidate's application for promotion.

Information storage

The information provided shall be kept in accordance with DDUH Data Protection Policies
The information provided shall only be considered for the promotion review indicated at this time and for no other purpose. A new application for consideration of Personal Circumstances must be made for each new promotion review to be considered.

Information provided by a candidate on their Personal Circumstances to the Faculty Senior Academic Promotions Committee and the Senior Academic Promotion Committee is strictly confidential and

shall be disclosed only to the Committee Secretary and the Chair of the Committee. The information shall not be shared with any third party. The Chair shall indicate to the Committee the probable impact of the Personal Circumstances on the candidate's application for promotion without disclosing their specific nature.

Time Limit and Completed Forms

Please return the completed form by email to: senior.promotions@tcd.ie prior to the closing date of application for promotion. By submitting your application electronically, you are declaring that the information you are providing is factually correct.

Please note: the Secretary to the promotion committees shall not enter any discussion verbally or informally with a candidate. All correspondence shall be by e-mail.

Confirmation of receipt of your Personal Circumstances Form from the relevant Committee Secretary shall be sent to the e-mail address you entered on this form within 2 working days.

If you have concerns about disclosing details of your personal circumstances because of its sensitive nature, please email: senior.promotions@tcd.ie

Personal Circumstances Application Form	
Staff Member's Name:	
Staff Number:	
Promotion call:	

Briefly outline the Personal Circumstances that you wish taken into account in evaluating your promotion application (for example, caring responsibilities, periods of maternity/paternity/adoption leave, bereavement, ill health or injury, or disability).	From:	To:
<i>Example Text XYZ Leave</i>	22/12/ 17	21/06/ 18
<i>Critical illness – I was diagnosed with a critical illness (xxx) and was on sick leave from x to x. I underwent xxx treatment</i>	01/01/ 19	30/04/ 19

<p>Briefly outline the impact of your Personal Circumstances on your career trajectory to date and ability to accrue merit in the category/categories where you were affected:</p> <p>Research and Scholarship (provide detail if applicable): Example text <i>The xyz had an impact on my Research and scholarship because....</i></p> <p>Teaching (provide detail if applicable): Example text <i>The xyz had an impact on my Teaching because....</i></p> <p>Service to College (including service via the hospital/health service) (provide detail if applicable): Example text <i>The xyz had an impact on my Service to College because....</i></p> <p>Engagement with Discipline (provide detail if applicable): Example text <i>The xyz had an impact on my Engagmeent with Discipline because....</i></p>		<p>From:</p>	<p>To:</p>
To be completed by HR			
Date of FRC / SAPC	Personal Circumstances apply	Personal Circumstances do not apply	
<p>Signed: _____ [to be signed by relevant Committee Chair]</p>		<p>Date: ____/____/____</p>	

Teaching

1. What are the typical number of timetabled hours per member of academic staff in this discipline per year?

2. Does this applicant have a low, typical, high teaching load for the discipline?

2(a) If teaching load is low or high for the applicant please explain why this is the case?

3. What is on average the expectations in the discipline of the number of supervision hours per Masters student, if possible?

4. What is on average the expectations in the discipline of the number of supervision hours per PhD student, if possible?

Signed: _____ **Date :** _____

Title: _____

Head of School / Other delegated senior academic member of staff

(Please print name and specify title of the office held)

Guidance Notes:

1. Heads of School are only required to confirm the accuracy of information submitted by the applicant and not to make a detailed judgement on the suitability of the applicant. By signing this form the HOS confirm that the information provided by the applicant in their Senior Academic Promotion application is accurate to the best of their knowledge.
2. On completing this form, it is expected in a multidisciplinary School that the Head of School will consult with the Head of Discipline on the norms in the discipline, as required.
3. The Head of School confirms to the best of their knowledge that the list of external referees selected by the candidate meets the eligibility criteria as detailed in Section 8 of Procedure 57a.
4. Heads of School that intend to submit an application for Promotion in this round should not complete a Head of School Report for an applicant in their School seeking promotion to the same grade.
5. Please email senpromo@tcd.ie for guidance on any of the above.

"8. External Referees

- 8.1 *The role of an external referee in relation to the Faculty Senior Academic Promotions Committee and the Senior Academic Promotions Committee is to assess research and scholarship, teaching, contribution to the discipline and international profile. Comments shall be sought on all areas of assessment and the referee shall be provided with a full copy of the candidate's application and Head of School Report , but excluding any material relating to personal circumstances.*
- 8.2 *Each complete application to the Faculty Senior Academic Promotions Committee and the Senior Academic Promotions Committee shall include a list of six external referees submitted by the candidate who are experts in the candidate's discipline, of which not more than one shall normally be based in Ireland. The candidate shall confirm at the time of submitting their application, that the six external referees listed by them, are willing to provide a reference in relation to their application for promotion to the level of promotion being sought, if required.*
- 8.3 *The candidate shall rank the names of all six external referees, the two highest ranked will be approached; should they be unavailable, written references will be sought from the next highest ranked referees on the list, until two references have been received.*
- 8.4 *Two external referees' reports are necessary for the application to be considered complete and considered by either the Faculty Senior Academic Promotions Committee or the Senior Academic Promotions Committee .*
- 8.5 *Applications which do not include sufficient external references shall be deemed ineligible for consideration by the Faculty Senior Academic Promotions Committee or the Senior Academic Promotions Committee in the current round and a resubmitted application will be considered in the following year by the Faculty Senior Academic Promotions Committee or the Senior Academic Promotions Committee subject to the receipt of at least two external references.*
- 8.6 *All possible efforts will be made by the Secretary to the Committee to obtain referees' reports.*

8.8 Eligibility for the selection of external referees:

- 8.8.1 *They should not have been co-author with the candidate within the past 7 years.*
- 8.8.2 *They should not be, or have been, the applicant's PhD supervisor, or vice versa.*
- 8.8.3 *They should not be, or have been, an examiner for a candidate's PhD student or vice versa.*
- 8.8.4 *They should not be, or have been, a co-grant holder or co-applicant for funding or with the candidate within the past 7 years.*
- 8.8.5 *They should not be, or have been co-members of the same research team.*
- 8.8.6 *They should not be an external member of the Faculty Senior Academic Promotions Committee or Senior Academic Promotions Committee.*
- 8.8.7 *They should not be a relation of the candidate.*
- 8.8.8 *They should be at the grade that the candidate is seeking promotion to or higher. “*

Appendix 4: Definitions

Research is any or all of the following: the discovery, creation or critical development of new facts, ideas, theories or processes that advance knowledge or result in the improvement of health;

- The integration of the above into new syntheses;
- The application of new discoveries, creations, developments or syntheses to activities outside the College that are in consequence conducted differently;
- The publication or dissemination by other methods of any of the above for the purpose of education or informing the wider public;
- Publications related to the conduct of consulting activities
- Patents and licenses.
- The founding, promotion and direction of (campus) companies whose primary business applies new discoveries, creations, developments or syntheses.

Teaching is the conversion of knowledge in the relevant discipline or field of study derived from research as defined above into a reciprocal process of education and learning. It may include any or all of the following:

- the 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, instruction, assessment and the creation of a social and academic environment that promotes learning;
- initiation into research by supervision or dissertations or other research projects at the appropriate level;
- supervising undergraduate students during clinical activities
- Supervising postgraduate students to completion.

Service to College (including service via the hospital) includes:

- administrative and management activities at the level of a discipline, school, centre, faculty or College / Hospital-wide committee or working party;
- pastoral role as a College tutor or DDUH Clinical Academic Advisor
- management role such as Head of Discipline, Head of School, Dean or College Officer;
- management role such as Director of Research, Undergraduate Teaching & Learning, Postgraduate Teaching & Learning, Clinical Director, Director of Global Relations
- mentoring.

Engagement with the Discipline (Clinical Discipline where applicable) and Society includes:

- 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, 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;
- societal engagement relevant to the Hospital /University's mission statement.

Societal engagement unrelated to the mission statement of the Hospital / University shall not be counted.

Activities shall not be double-counted. Postgraduate supervision shall be included under teaching.

Scholarly publications relating to teaching innovation shall be counted as a contribution to research.

Appendix 5: Role and Responsibilities of Chair and Secretary of Faculty Senior Academic Promotions Committee(s) and Senior Academic Promotions Committee

The Chair of the Committee shall have the responsibilities listed below:

1. To ensure the work of the Committee is carried out in a reasonable timeline and in adherence to that agreed by Board. Under exceptional circumstances variations in the timeline may occur, and additional meetings or an extension of the timeline may be required due to unforeseen circumstances. Such variations shall not constitute a breach of the policy, and all candidates shall be informed of such changes.
2. The Committee is informed of any declarations of interest so that these may be considered before there is any evaluation of applications.
3. Evaluations and comments agreed for each candidate by the Committee in relation to the criteria for the grades for which the candidate is eligible are recorded as appropriate.
4. The minutes of the Committee are an accurate record of the consideration of business and are approved the Committee; such approval may be obtained by electronic circulation.
5. All necessary action is taken, following approval of the minutes, in relation to the outcome of the business to be considered.
6. To ensure that principles of fairness, transparency, and equality of opportunity are adhered to throughout the process.
7. In relation to Personal Circumstances, if a candidate has indicated that Personal Circumstances should be taken into consideration when evaluating their teaching, research or contribution to engagement with Discipline or Society, the Chair and Committee Secretary shall meet prior to the first meeting of the Committee to assess the case. It shall then be incumbent on the Chair of the Committee to ensure that the Faculty Committee is aware that Personal Circumstances apply to this case (see Appendix 2).

The Secretary of the Committee shall have the responsibilities listed below:

1. To ensure all documentation received for each candidate is complete and conforms to the guidance.
2. To prepare the agenda and papers for the Committee. The documentation should be circulated, electronically where possible, not less than a week in advance of the meeting. It should comprise:

- An Agenda
 - A copy of the Senior Academic Promotions Review Procedures
 - Minutes of the Committee (where appropriate)
 - The documentation received for each candidate, including references
 - List of all candidates containing: name, a memo as regard to Personal Circumstances (if applicable), grade for which the candidate has applied.
3. The Secretary of the Committee shall notify all candidates in writing of the decision of the Committee in relation to their application.
 4. To provide the relevant Chair (or nominee) with the material for feedback as outlined in 9.3.

Appendix 6

Senior Academic Promotions Guidance Criteria

This is guidance on criteria, setting out examples of evidence that would be required to be successful in an application for promotion. Please note that the final decisions on outcomes of the promotions process is based on merit. The promotions process is a competitive process across all faculties. Please note that this document is supplemental to, and should be read in conjunction with, the senior academic promotions policy.

Associate Professor

In terms of **Research & Scholarship** a successful candidate for Associate Professor will be an individual who:

- has developed a research programme of significance;
- demonstrates clear evidence of sustained research output and impact;
- has begun to develop an international reputation for research excellence;
- plays a key role in the development of inter-institutional research collaborations, national and/or international;
- has a track-record of success in research grant applications, in line with opportunities available;
- provides evidence that they are continuing on a trajectory of research excellence.

In terms of **Teaching** a successful candidate for Associate Professor will be an individual who:

- is an experienced academic with an on-going programme of scholarly activities;
- is operating independently and as a senior member of teaching teams;
- has developed successful teaching programmes or has introduced innovations of significance in existing programmes;
- has a demonstrable commitment to enhancing the teaching quality in his/her field;
- has some experience of supervision of research students.

In terms of **Service to the College and Engagement with Discipline/Society**, a successful candidate for Associate Professor will be an individual who:

- has undertaken leadership positions at Discipline, School, Faculty or College level, which may include the role of College Tutor or having acted as a Mentor;
- shows significant contribution to the School, College and field;
- shows strong contribution on outreach activities.

Professor In

In terms of **Research & Scholarship** a successful candidate for Professor will be an individual who:

- has a substantial and sustained research output and impact;
- has shown strong leadership in research and a clear research focus;
- has a well-developed and recognised international research profile including international research collaborations of significance;
- has been awarded major research grants and has built a research team of significance (where appropriate to the discipline);
- provides evidence that they are continuing on a trajectory of research excellence;
- has made a demonstrable contribution to the research reputation of the College.

In terms of **Teaching** a successful candidate for Professor will be an individual who:

- is an excellent educator who is a dedicated and outstanding teacher and mentor;
- is a senior staff member who has demonstrated a sustained commitment to developing the undergraduate and postgraduate teaching programmes within the School;
- has demonstrated leadership in teaching, including curriculum development and innovation;
- has had an impact on the field through the supervision of PhD students and through the development of research teams (where appropriate to the discipline).

In terms of **Service to the College and Engagement with Discipline/Society**, a successful candidate for Professor will be an individual who:

- has had a key role in developing the discipline nationally and internationally;
- has the vision and leadership skills necessary to oversee the further development of the Discipline;
- is recognised as a thought-leader in the field and has made important and sustained contributions to public debate and/or public engagement;
- has had significant senior leadership and management roles at Discipline, School, Faculty or College level which may include the role of College Tutor or having acted as a Mentor.

Professor Of

In terms of **Research & Scholarship** a successful candidate for Professor Of will be an individual who

- has demonstrated that they have had a transformational impact on their discipline;
- has shaped the field in a fundamental and enduring manner (this will be evidenced in discipline-appropriate ways and may involve a policy or practice-related impact);
- has made a unique and substantive contribution to the development of the field;
- has a significant track-record of sustained achievement;
- provides evidence that they are continuing on a trajectory of continued research excellence and impact.

A candidate who is seeking promotion to Professor Of will be a research leader, who is an attractor of excellent academics and postgraduate students;

- who has done creative and innovative research;
- who has developed a research team of significance and critical mass (where appropriate to the discipline);
- who has been awarded major research grants (where appropriate to the discipline).

The significance of the candidate's work will be supported by an appropriate dissemination strategy, which will be commensurate with the opportunities in the relevant field. This work may be characterised by high impact in the policy and practice area, with the associated outreach activity.

In terms of **Teaching** the candidate for Professor Of will be an individual who is

- an extraordinary and exceptional educator who has transformed the student experience;
- an educator who inspires, challenges, trains and mentors future scholars and who has had a formative role in educating generations of students in the field;
- an educator who has demonstrated that they have the vision and flair to create new teaching programmes and who has had a sustained involvement in teaching programmes in the discipline;
- an innovator in pedagogy who, through engagement with students, has created a legacy as an exceptional teacher.

In terms of Service to the College and Engagement with Discipline/Society, a successful candidate for Professor Of will be an individual who has had significant leadership and management roles and who has, and is still making, an impact in that regard. It is expected that they will have played a role in the support of students and staff, for example through College Tutorship or as a Mentor. They will have a significant international profile for their contribution to the academy. This work may be characterised by high impact in the policy and practice area, with the associated outreach activity.

Senior Lecturer/Consultant

In terms of **Research & Scholarship** a successful candidate for Senior Lecturer/Consultant will be an individual who:

- has developed a research programme of significance;
- has demonstrated clear evidence of sustained research output and impact;
- has begun to develop an international reputation for research excellence;
- has played a key role in the development of inter-institutional research collaborations, national and/or international;
- has a track-record of success in research grant applications, in line with opportunities available;
- has provided evidence that they are continuing on a trajectory of research excellence.

In terms of **Teaching** a successful candidate for Associate Professor will be an individual who:

- is an experienced academic with an on-going programme of scholarly activities;
 - is operating independently and as a senior member of teaching teams;
 - has developed successful teaching programmes or has introduced innovations of significance in existing programmes;
 - has a demonstrable commitment to enhancing the teaching quality in their field;
 - supervising undergraduate students during clinical activities
 - has some experience of supervision of research students.
-
- In terms of **Service to the College (including hospital)and Engagement with Discipline (including clinical) and Society**, , a successful candidate for Senior Lecturer/Consultant will be an individual who:
 - has undertaken leadership positions at Discipline, School, Faculty or College level, which may include the role of College Tutor or having acted as a Mentor;
 - has shown significant contribution to the School, College and field;
 - has shown strong contribution on outreach activities;
 - has engaged as a Clinical Academic Advisor
 - has made a contribution to service development e.g. Clinical Lead
 - has developed a role in informing national/ international policy

Associate Professor/Consultant

In terms of **Research & Scholarship** a successful candidate for Associate Professor / Consultant will be an individual who:

- has a substantial and sustained research output and impact;
- has shown strong leadership in research and a clear research focus;
- has a well-developed and recognised international research profile including international research collaborations of significance;
- has been awarded major research grants and has built a research team of significance (where appropriate to the discipline);
- has provided evidence that they are continuing on a trajectory of research excellence;
- has made a demonstrable contribution to the research reputation of the College.

In terms of **Teaching** a successful candidate for Associate Professor / Consultant will be an individual who:

- is an excellent educator who is a dedicated and outstanding teacher and mentor;
- is a senior staff member who has demonstrated a sustained commitment to developing the undergraduate and postgraduate teaching programmes within the School;
- has demonstrated leadership in teaching, including curriculum development and innovation;
- has had an impact on the field through the supervision of PhD students and through the development of research teams (where appropriate to the discipline);
- has supervised undergraduate and postgraduate students during clinical activities.

In terms of Service to the College and Engagement with Discipline /Clinical Discipline and Society , a successful candidate for Associate Professor / Consultant will be an individual who:

- has had a key role in developing the discipline nationally and internationally;
- has the vision and leadership skills necessary to oversee the further development of the Discipline;
- is recognised as a thought-leader in the field and has made important and sustained contributions to public debate and/or public engagement;
- has had significant senior leadership and management roles at Discipline, School, Faculty or College level which may include the role of College Tutor or having acted as a Mentor in an hospital environment;
- has demonstrated professional engagement at a national policy level or as clinical lead at a national level
- has had a transformative effect on clinical service

Professor/Consultant

In terms of **Research & Scholarship** a successful candidate for Professor/Consultant will be an individual who

- has demonstrated that they have had a transformational impact on their discipline;
- has shaped the field in a fundamental and enduring manner (this will be evidenced in discipline-appropriate ways and may involve a policy or practice-related impact);
- has made a unique and substantive contribution to the development of the field;
- has a significant track-record of sustained achievement;
- has provided evidence that they are continuing on a trajectory of continued research excellence and impact.

A candidate who is seeking promotion to Professor/Consultant will be a research leader, who is an attractor of excellent academics and postgraduate students;

- who has done creative and innovative research;
- who has developed a research team of significance and critical mass (where appropriate to the discipline);
- who has been awarded major research grants (where appropriate to the discipline).

The significance of the candidate's work will be supported by an appropriate dissemination strategy, which will be commensurate with the opportunities in the relevant field. This work may be characterised by high impact in the policy and practice area, with the associated outreach activity.

In terms of **Teaching** the candidate for Professor/Consultant will be an individual who is

- an extraordinary and exceptional educator who has transformed the student experience;
- an educator who inspires, challenges, trains and mentors future scholars and who has had a formative role in educating generations of students in the field;
- an educator who has demonstrated that they have the vision and flair to create new teaching programmes and who has had a sustained involvement in teaching programmes in the discipline;
- an innovator in pedagogy who, through engagement with students, has created a legacy as an exceptional teacher.

In terms of Service to the College and Engagement with Discipline /Clinical Discipline and Society, a successful candidate for Professor/Consultant will be an individual who:

- has had significant leadership and management roles and who has, and is still making, an impact in that regard;
- has played a role in the support of students and staff, for example through College Tutorship or as a Mentor;
- has had a significant international profile for their contribution to academia. This work may be characterised by high impact in their relevant policy and practice area, with the associated outreach activity.

The Professor/Consultant will have demonstrated professional engagement at national policy level or clinical lead at a national level, as well as transformative effect on clinical service