

1 Introduction

As set out in our strategy,

“UCD values excellence and understands that excellent performance requires excellent people working in a supportive environment”.

The strategy also states that:

“UCD will continue to attract excellent and diverse students, faculty and staff from around Ireland and around the world, and will put in place appropriate support measures to develop and retain the members of our community”.

The strategy commits to working to ensure that the University’s faculty and staff are enabled to achieve their full potential and are appropriately rewarded for their contribution.

2 Key Principles

Applications for promotion are considered on a rolling basis by the Faculty Promotions Committee. All applications are judged on an individual basis against the UCD Development Framework for Faculty. There is no internal quota system in place for Faculty promotions.

3 Equality and Diversity

The University is committed to advancing equality of opportunity and in sustaining an environment that values and celebrates the diversity of its faculty and is steadfastly committed to non-discrimination and promotion of equal opportunity on the grounds of age, civil status, disability, family status, gender, race, sexual orientation, religion, and membership of the Traveller community.

The mechanism and process for determining academic excellence in promotions shall uphold the University’s commitment to Equality, Diversity and Inclusion.

Consideration is given to any personal, family or non-academic circumstances since the candidate’s last promotion or appointment, brought to the attention of the Committee, which may have impacted on performance for a limited period.

The University welcomes applications from both full-time and part-time faculty.

Recognising the objective of the University Strategy 2015-2020 to promote gender balance and equality of opportunity among students and employees of the University, the University acknowledges that females are under-represented at Professor and Full Professor level and encourages female academics to apply for promotion, at their discretion.

4 Eligibility to Apply for Promotion

Candidates for promotion will not have reached the normal retirement age¹ prior to the effective date of promotion. Normally, a period of continuous employment of three years at UCD is expected prior to applying for promotion. Simultaneous applications for promotion to different levels are not permitted. Candidates applying for promotion through the standard rolling promotions process may only apply for promotion to the level above their current level.

5 Frequency

Candidates may submit an application online at any time following consultation and input from their Head of School and College Principal. Normally, the Faculty Promotions Committee will meet on a monthly basis nine times a year.

The Faculty Promotions Committee normally processes applications in the order they are received, but delays may result from the time taken to obtain external reviews and at certain times of the year if application numbers are high².

6 Performance for Growth

The Performance for Growth process provides a framework which, amongst other things, is explicitly intended to support members of faculty who are considering promotion. It includes reviewing readiness using the criteria laid out in the Faculty Development Framework, and where necessary putting a development plan in place in order to address any gaps. In this context it is intended that applicants will utilise the P4G framework to support their preparation and related development.

7 Assessment of Applications

All candidates for promotion are assessed under the following 3 criteria:

- Research, Scholarship and Innovation
- Teaching and Learning
- Leadership and Contribution

Candidates are assessed against the UCD Development Framework for Faculty. Candidates are expected to make a clear and unequivocal case that they are currently performing at the level to which they are applying, with a clear upward trajectory, and that they have the drive and capacity to continue performing at that level. Candidates should refer to the Development Framework for Faculty

¹ A candidate should refer to their contract of employment for details on their retirement age.

² Applications for promotion under Academic Retention may be processed and assessed ahead of applications made through the standard promotion route.

when making this case, and should place emphasis on achievements since their last promotion or since arriving at UCD, whichever is most recent.

On receipt of an application for promotion, the Faculty Promotions Committee determines if there is a prima facie case to assess the application.

The purpose of the prima facie test is to exclude a candidate who, in the view of the Faculty Promotions Committee, has failed to meet the satisfactory standard in one or more dimension or where it is the view of the Faculty Promotions Committee that the candidate has not provided evidence in the aggregate of meeting the standard required for promotion to the appropriate grade.

If the Faculty Promotions Committee determines that:

- a prima facie case does not exist, feedback is provided to the candidate;
- a prima facie case exists, the application is advanced to External Assessors.

8 The Role of the Candidate

8.1 Prior to Submission

Prior to submitting an application for promotion, the candidate must ensure that they have completed the following steps in the promotional process: -

- Candidates will discuss their application with their Head of School³. Part of the conversation with the Head of School should be in relation to the candidate's overall development. When the Performance for Growth process is established, an agreed development plan will form part of the submission for promotion.
- Candidates nominate three External Assessors as per the guidelines outlined in the section "The Role of the External Assessor".
 - *Note: It is the responsibility of the candidate to ensure that each External Assessor cited is available and willing to respond to requests from the University.*
- Candidates may include the names of up to two external assessors that they do not wish to be considered as external assessors.

8.2 Application Process

Applications may be submitted on a rolling basis at the candidate's discretion.

³ *In the case of candidates with joint appointments, this is the Head of School to which the candidate was assigned following the award of tenure. Where the candidate is a Head of School, they should discuss their application with their College Principal. Where the candidate is a College Principal, they should discuss their application with the President or his nominee.*

Candidates who wish to apply for promotion are required to submit their application through UCD's InfoHub. Applications should be effectively presented; thorough yet concise, and comply with the word or length limits where indicated. Where a candidate has previously applied unsuccessfully for promotion, a statement detailing how the feedback from that application has been addressed must be provided.

Candidates must provide details of their employment history. A template document, for this purpose can be found on the HR website. The completed document is to be uploaded through InfoHub.

Re-application within one year of an unsuccessful application will only be permitted in cases where there are substantial new achievements since the previous application. Candidates are strongly advised to engage with the Performance for Growth process before resubmitting an application for promotion.

The Head of School and College Principal will provide a commentary, via InfoHub on the candidate's application (see sections 9 and 10). Each candidate is entitled to submit a response to these commentaries.

9 The Role of the Head of School

The Head of School will: -

- Provide a short commentary on the candidate's application for promotion. The Head of School will also comment on the candidate's engagement with the Performance for Growth process. The Head of School should consult and seek comments from senior members of Faculty in the candidate's discipline prior to providing this commentary⁴.
- Discuss the application with the potential candidate. This conversation should also focus on the developmental needs of the candidate.
- In the case that the candidate has previously applied unsuccessfully for promotion, the Head of School will comment on the extent to which the feedback on that application has been addressed.
- The Head of School will nominate
 - Five External Assessors for applicants applying for promotion to Professor or Full Professor;
 - Four External Assessors for applicants applying for promotion to Associate Professor.
- The Head of School should liaise with senior members of Faculty in the candidate's discipline when compiling the list of External Assessors and

⁴ In the case of a candidate whose teaching and contribution are carried out in another School or College, the Head of School and/or College Principal will seek advice from that School or College on the candidate's teaching and/or contribution.

ensure that all of the proposed assessors are not of the same gender. The Head of School's list of nominees will not be shared with the candidate. Further details are contained in the section relating to External Assessor reports.

- In the case where the candidate is a Head of School or the College Principal also undertakes the Head of School function, the College Principal will nominate a senior member of Faculty to undertake the role of Head of School with respect to this Policy. In the case of the candidate being a College Principal, the President will nominate a senior member of Faculty to undertake this role.

10 The Role of the College Principal

The College Principal will: -

- Review the application for promotion and the Head of School's commentary and provide further commentary on the application for promotion. This commentary will be available to the candidate for comment. The candidate has a right to reply to the commentary. All three commentaries will be included in the application.
- Review the list of nominated External Assessors provided by the Head of School and may comment on or add to this list taking gender representation into consideration. The list of nominees from the Head of School and College Principal will not be shared with the candidate. The College Principal may liaise with senior members of Faculty in the candidate's discipline but should not discuss the list with the candidate.
- In the case where the candidate is a College Principal, the President will nominate a senior member of Faculty to undertake this role.

11 The Role of the Faculty Promotions Committee

The Faculty Promotions Committee will:

- Approve the final list of potential External Assessors submitted by the candidate and Head of School/College Principal taking gender representation into consideration. The Faculty Promotions Committee may add further names to the list, at its discretion.
- Select External Assessors from the approved list submitted by the candidate and Head of School/College Principal taking gender representation into consideration.
- Assess all applications for promotion to Full Professor, Professor, and Associate Professor. In its assessment, the Faculty Promotions Committee will consider all evidence provided by the candidate and is informed by,

but not bound by, the comments of the Head of School and College Principal and the reports of External Assessors.

- Following assessment, forward its recommendations to the President for review and final approval.
- Consider any observations made by the President and engage in dialogue with the President where necessary to ensure all relevant aspects of each application have been taken into account and addressed in the feedback.

12 The Role of the President

The Governing Authority has delegated authority to the President to:

- Establish the Faculty Promotions Committee and approve its membership;
- Review all documentation associated with a candidate's application;
- Engage in dialogue with the Faculty Promotions Committee where necessary to ensure all relevant aspects of each application have been taken into account and addressed in the feedback;
- Approve the recommendations of the Faculty Promotions Committee.

13 Membership of the Faculty Promotions Committee

Membership of the Faculty Promotions Committee is proposed by the President and approved by the Governing Authority. The list of approved names is published on the HR website.

Title	No
Chair Registrar and Deputy President (ex officio)	One
1 Full Professor from each College (excluding College Principals)	Six
President's Nominees	Three
The Faculty Promotions Committee will be supported by HR	

The membership term of the FPC is 3 years which may be renewed, in exceptional circumstances, for up to a further 3 years to ensure consistency and continuity. Membership of the FPC is subject to review by the President and approval by the Governing Authority. Membership of the Committee is subject to review by the President, as required.

The selection of the President's nominees ensures that there is gender representation on the Committee. It is the University's commitment to have a minimum of 40% of either gender on the Faculty Promotions Committee on a comply or explain basis.

The quorum for a meeting of the Faculty Promotions Committee is 7.

14 The External Assessor

External Assessors should be: -

- At the level of Full Professor, or in the case of Associate Professor promotions, at least, at the level of Professor (or the corresponding equivalence to the level of a Professor at UCD)
- In a leading academic institution, or have retired from such a position within the past five years
- A leading academic with an international profile
- Cognisant of the norms within the candidate's academic discipline and be qualified to comment on the candidate's achievements and her/his suitability for promotion⁵
- Have no apparent conflict of interest.⁶

14.1 The Role of the External Assessor

External Assessors are required to give an assessment of the applications for promotion sent to them for review and not provide a reference for the candidate.

External Assessors are required to comply with the principles of the UCD Equality, Diversity and Inclusion policy as they undertake their assessment. External Assessors are asked if they have undertaken Unconscious Bias training and encouraged to do so if they previously have not.

External Assessors are required to assess the overall academic performance of the candidate. They are invited to provide an independent, unbiased assessment of the level of the candidate's achievements in Research, Scholarship and Innovation, Teaching & Learning and Academic Leadership and Contribution, with reference to the UCD Development Framework for Faculty, taking into account the norms for the discipline.

In addition, External Assessors are invited to comment on:

- Whether there is clear evidence of an upward trajectory
- Whether the case meets international standards for promotion to the relevant level

⁵ This does not require that the external assessor be active in precisely the same discipline or sub-discipline as the candidate. Rather, the requirement is to be familiar with standards of excellence in that discipline and thus qualified to assess the candidate against the criteria.

⁶ An external assessor is deemed to have a conflict of interest if he/she has a professional or personal relationship with the candidate that could reasonably call into question an assessor's ability to give an objective assessment of the application. This would include a supervisor/student relationship, past membership of the same school/research group, and/or close/repeated co-authorship.

- How the application compares with recent successful applications for promotion to the equivalent level within the assessor's own institution

14.2 The External Assessor Nomination Process

A candidate nominates three potential external assessors for approval by the Faculty Promotions Committee. The candidate must confirm that each External Assessor nominated is available and willing to undertake this duty. Candidates should ensure that all of the proposed assessors are not of the same gender. Candidates may include the names of up to two external assessors that they do not wish to be considered as external assessors.

The Head of School/College Principal will nominate:

- Five External Assessors for applicants applying for promotion to Professor or Full Professor
- Four External Assessors for applicants applying for promotion to Associate Professor

Prior to the application being submitted, the Head of School/ College Principal must confirm that each External Assessor nominated is available and willing to undertake this duty.

Applications for promotion to Associate Professor

Where it is satisfied that a prima facie case for promotion has been established, the Faculty Promotions Committee will approve two external assessors, including one nominated by the candidate. External Assessors are requested to provide a written report on the candidate's application for promotion.

Applications for promotion to Professor and Full Professor

Where it is satisfied that a prima facie case for promotion has been established, the Faculty Promotions Committee will approve three external assessors, including one nominated by the candidate. The approved External Assessors are requested to provide a written report on the candidate's application for promotion.

The Head of School and College Principal should seek advice from senior academic colleagues when forming the long list of potential External Assessors. In larger Schools, a Head of School may nominate a Section Head to provide a list of potential External Assessors, if appropriate.

Please note: An application for promotion cannot be considered until the required number of External Assessor reports for the candidate, has been received.

15 Conclusion of the Assessment Process

Following the Faculty Promotions Committee meeting:

- The Faculty Promotions Committee's recommendations are forwarded to the President for approval.
- Candidates are informed in writing of the decision in respect of their application and the reason/s for that decision.
- If candidates require copies of their External Assessor reports they should contact the Freedom of Information Office.
- College Principals and Heads of Schools are informed of the outcome of the assessment process in relation to candidates from their School/College.
- A list of promoted candidates is forwarded to the Academic Council and Governing Authority for noting, annually.
- External Assessors are advised of the outcome for the candidate for whom they provided a reference.
- The effective date of promotions is the date that the Faculty Promotions Committee's recommendation for promotion is approved by the President.

16 Feedback

Accurate notes are taken as part of the process that reflect the basis of the decision made. In the interests of transparency, best practice and staff development, at the conclusion of the process, all candidates are given written feedback on their application, by the Faculty Promotions Committee. In addition, unsuccessful candidates will be given the opportunity for oral feedback from the Chairperson, or nominee, and one other member of the Faculty Promotions Committee.

These notes support the communication of the promotion decision so that an applicant has sufficient clarity and a link is developed between the feedback received and the Performance for Growth process, when established, so that feedback is incorporated into an individual's development plan.

Candidates attending a feedback meeting may be accompanied by either a UCD colleague or a representative from their union, if applicable. The name of the colleague/representative, and their relationship to the candidate, must be forwarded to the HR Promotions and Grading Office 3 working days prior to the feedback meeting.

17 Confidentiality

Confidentiality, by all participants, is maintained throughout the process. All discussion during the assessment process and any data generated remains confidential to the members of the Faculty Promotions Committee. The names of promoted candidates will not be released until the President has

approved the recommendations of the Faculty Promotions Committee and the candidates have been advised accordingly.

18 Freedom of Information

The University comes under the terms of the Freedom of Information Act 2014. This legislation confers on individuals a legal right of access to information held by the University concerning them and a legal right to receive reasons for decisions that have materially affected them.

However, without recourse to the Freedom of Information Act, candidates will at the conclusion of the assessment process, receive a detailed written note that supports the communication of the promotion decision so that the applicant has sufficient clarity as to the basis of the decision. Other assessment records, with the exception of those of the external assessor, such as minutes, personal notes, discussion documents, and correspondence will also be made available if requested.

All assessment records should therefore be sufficiently clear and detailed to fulfil a request for the reasons for the decisions.

Other documents are available if required through the Freedom of Information process.

19 Appeals (Text as agreed between UCD and SIPTU, IFUT on 10th November 2017)

- I. The Faculty Promotions Appeals Committee (FPAC) will be established as an independent committee. Once membership has been proposed as set out in clause ii, it will be approved by the Governing Authority.
- II. The FPAC will be composed of five members, to be appointed as follows:
 - A non-Governing Authority Full Professor Emeritus (recently retired) to be appointed as Chair from a short-list of potential candidates by agreement of UCD management and the trade unions;
 - Two senior academic members of UCD faculty (at the rank of full Professor, one male and one female) to be appointed by the President;
 - One member of UCD faculty (at the rank of full Professor) to be elected by Academic Council;
 - One member of UCD faculty (at the level of full Professor) to be nominated by IFUT and SIPTU.

The term of office of the FPAC will be co-terminus with the Governing Authority. A short transition period may be required prior to the appointment of the next Governing Authority to facilitate continuity.

The members of the FPAC will not be members of the Faculty Promotions Committee (FPC).

- III. All parties will seek to ensure that there are at least two members of each gender on the FPAC.
- IV. The FPAC will be supported by UCD Legal.

Candidates who have not been recommended for promotion by the FPC shall be afforded the opportunity to receive written and oral feedback in relation to their applications. An appeal shall only be considered by the FPAC after the candidate has attended for oral feedback. Appeals must be lodged with the University no later than sixty days following the meeting at which oral feedback is provided.

- V. The FPAC shall hear appeals made, in writing, by candidates for promotion to be based on alleged defects in the application of the procedures for promotion set out in the university's policies and procedures. The only basis of an appeal shall be an alleged failure by the FPC to observe due process, which is defined as:

- Failure to follow in due manner University policy and procedures for the consideration of applications for promotion. All University policies and procedures are subject to statutory/anti-discriminatory requirements;
- Denial of natural justice;
- Unfair or unreasonable application of the criteria for the granting of promotions.

- VI. The appellant is required to specify the grounds of the appeal and to demonstrate why the promotions process was so defective as to influence the decision. In making the appeal, the appellant may provide reasonable additional information to substantiate their claim. Any such new material should be germane to, and substantiate, the procedural defect and the FPAC may accept or reject this new information.
- VII. In considering an appeal, the FPAC shall provide the FPC with the opportunity to comment on the appeal.
- VIII. The FPAC will determine whether any of the alleged procedural defects could have influenced the outcome. They will have available to them all the materials available to the FPC.
- IX. While the setting of academic standards to be used in the promotion process is a matter for the exclusive competence of the FPC, the application of those standards in a case may be reviewed by the FPAC. Nothing in this process shall have the effect of substituting a differing academic judgement arrived at by the FPAC for the academic judgement validly arrived at by the FPC following review.

- X. The FPAC may come to one of the following conclusions:

- No procedural defects. **The appeal is not upheld.** The FPAC should provide the appellant and the FPC with a clear rationale for its decision in writing;
 - Procedural defects are found to have occurred, but they are found not to have influenced the outcome. **The appeal is not upheld.** The FPAC should provide the appellant and the FPC with a clear rationale for its decision in writing. The attention of the FPC is drawn to the defects and they are asked to ensure that a remedy is put in place. The FPC should inform the FPAC of the intended remedial action;
 - Procedural defects are found to have occurred and they are deemed to have had the potential to influence the outcome. **The appeal is upheld.** The FPAC should inform the appellant of its decision and of its consequences in writing. The FPAC request that the FPC rectifies the defects and recommends that the FPC reconsider the decision or decisions affected. The FPAC shall supply the FPC with sufficient detail of the procedural defect to allow the FPC to understand the basis of the decision.
- XI. Where an appeal is upheld, the FPC is required to rectify the defects found by the FPAC and to re-examine the application or applications affected.
- XII. The FPC will provide the FPAC with a report outlining the steps taken to rectify the defects and the outcome of the reconsideration of the application.
- XIII. The reconsideration of the application(s) may come to one of the following conclusions:
- **Reject the original outcome.** The re-examination of the application results in a recommendation to promote the candidate. This recommendation is forwarded to the President according to procedure, but the effective date of promotion will be the date of the original decision of the President. The FPC will provide the rationale and inform the FPAC of its decision;
 - **Accept the original outcome.** The FPC will respond to the FPAC outlining in detail the basis of its decision.
- XIV. The FPAC, having considered this explanation, may;
- Return the application to the FPC for additional clarification on stated grounds.
 - Make a recommendation directly to the President for promotion of the appellant. In taking this step, the FPAC must provide the President with its judgement including addressing:
 - o Why the response of the FPC was not sufficient to address the basis of the appeal;
 - o How this recommendation complies fully with clause IX of this document.
- XV. The President will normally accept the recommendation of the FPAC. The President will provide an explanation for his decision to the FPAC and the FPC.
- XVI. At the conclusion of the appeals process, the FPAC will communicate its decision to the appellant providing a clear basis for the final determination.

XVII. The FPAC should provide Governing Authority with an annual report on its activities.

20 Academic Retention

The University retains the capacity, in the following specific circumstances to act to retain high calibre faculty.

20.1 Competitive Retention

Where a candidate is offered a professorial position (at the level of Associate Professor, Professor or Full Professor or appropriate equivalence) in a comparable institution, following interview for a post that has been advertised internationally.

Following consideration of the application, and the views of the External Assessors, the Faculty Promotions Committee may recommend promotion at the level of Associate Professor, Professor or Full Professor.

20.2 European Research Council (ERC) Grant⁷:

A candidate is in receipt of the following European Research Council (ERC) funding:

- Advanced Grant;
- Consolidator Grant; or
- Starting Independent Researcher Grant.

Following consideration of the application, the Faculty Promotions Committee may recommend promotion at the level of Associate Professor, Professor or Full Professor.

20.3 Prestigious International Award

A candidate has received a prestigious international award with the following characteristics;

- A unique award, with a small number of recipients, annually or less frequently than annually;
- An elite award that distinguishes its recipients as international leaders in their discipline;
- An award that affirms rather than establishes the recipient's international standing in the discipline;
- An award that is recognised across disciplines as an elite award;

⁷ ERC awards are emerging as the elite brand in European research both for the individual faculty and for the institution. This pathway provides the University the opportunity to recognise faculty in receipt of these prestigious awards and mitigates against the potential for these individuals to be recruited away from the institution.

- Awarded by an internationally-esteemed institution associated with the advancement of science, technology, medicine, the arts, humanities, social sciences and related activities;
- Awarded on merit, in recognition of a singular and/or lifetime contribution in advancing the disciplinary field;
- Awarded selectively from a pool of candidates reflecting a world-wide/international search of leaders in the discipline.

Following consideration of the application, the Faculty Promotions Committee may recommend promotion to the level of Full Professor only.

20.4 Application Process for Academic Retention Candidates

Promotion via Academic Retention requires that:

- The candidate meets the criteria for promotion to the relevant grade; and
- The strategic relevance and alignment with the needs of the School/College/University is clearly established

Where the strategic relevance standard has not been established, the applicant will be advised that they should seek promotion through the normal process.

20.4.1 Competitive Retention

Candidates who wish to apply for promotion under Competitive Retention pathway will complete the online application process outlined in Section 8. In addition, candidates will be required to email the following additional documents to promotions@ucd.ie:

- Details of the appointment process for the professorial post at the comparable institution (to include a copy of the advertisement for that post) along with written evidence of having received an offer following competitive interview.

To facilitate the efficient and timely handling of competitive retention applications:

- The FPC will review the application electronically to determine if a *prima facie* case is established;
- The FPC will select the External Assessors electronically;
- The selected External Assessors will be informed of the urgency of the request to provide a written report.

20.4.2 ERC Grant

Candidates who wish to apply for promotion under the ERC Grant pathway will complete the online application process outlined in Section 8 but are not required

to identify External Assessors. In addition, candidates will be required to email the following additional document to promotions@ucd.ie:

- Evidence of the receipt of an ERC grant.

20.4.3 Prestigious International Award

Candidates who wish to apply for promotion under the Prestigious International Award pathway will complete the online application process outlined in Section 8 but are not required to identify External Assessors. In addition, candidates will be required to email the following additional document to promotions@ucd.ie:

- Evidence of receipt of an internationally-renowned, disciplinary award.

20.5 Role of the External Assessor

Where required, the role of the External Assessor will follow the process as outlined in the Faculty Promotions Policy. In addition, the External Assessor will be required to give an opinion as to the level of promotion for applications made under the competitive retention pathway.

20.6 Role of the Head of School and College Principal

The role of the Head of School and College Principal will follow the process as outlined in Sections 9 and 10 above. In addition, the Head of School and College Principal will include a statement on the strategic relevance of the candidate's area as cross referenced against objectives in the school plan, and of the individual and their strategic importance to the University. At the request of the FPC, the relevant College Principal may be asked to attend the FPC to comment on these issues.

20.7 Role of the FPC

On receipt of all documentation (including External Assessors' reports for candidates applying through the competitive retention pathway), a candidate's application including supporting documentation will be considered at the next meeting of the FPC, or where necessary, and exceptionally, at an additional meeting of the FPC to consider the application.

The FPC will assess the application against the Development Framework for Faculty. In addition, the FPC will take into account the strategic relevance of the candidates' area and its importance to the University. Where necessary, the FPC may invite the relevant College Principal to attend the meeting to comment on these issues.

The FPC will make a recommendation to the President. The President's decision is final. There is no appeal mechanism in relation to Academic Retention applications.

Policy Revision History

Version	Date	Description	Author
1.0	February 2016	Creation of Policy	UCD HR
2.0	March 2016	Revisions following consultation	UCD HR
3.0	May 2016	Further revisions and Governing Authority approval	UCD HR
4.0	November 2016	Remove Tenure as a criterion for eligibility to apply for promotion. Add procedures for Academic Retention applications. Endorsed by Academic Council 10 th November 2016. Approved by Governing Authority 20 th December 2016.	UCD HR
5.0	November 2017	Section 18 of the Policy updated with agreed Appeals process as of 10 th November 2017. Academic Council (28 th November 2017) Governing Authority (13 th December 2017)	UCD HR
6.0	December 2018	Faculty Promotions Policy updated following review by Faculty Promotions Policy Review Group. Academic Council (22 nd November 2018) Governing Authority (12 th December 2018)	UCD HR