

**PROMOTION TO ASSOCIATE PROFESSOR/PROFESSOR**

**SENIOR MANAGEMENT PATHWAY 7**

## **PROMOTION TO ASSOCIATE PROFESSOR/ PROFESSOR SENIOR MANAGEMENT PATHWAY**

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### **1 Introduction**

- 1.1 This pathway is designed to allow the University in certain circumstances to confer the title of Associate Professor/Professor on internationally recognised scholars who have been appointed by the University to a Senior Academic Management position.
- 1.2 This pathway may be activated by the Vice-President for Staff and Administrative Systems and applications will be considered by the President's Committee on Professorships ("the Committee").
- 1.3 Appointment may be made at Associate Professor or Professor level.

### **2 Appointment**

- 2.1 As part of the assessment process for the Senior Management position the Assessment Board will determine if there is a case for recommending the applicant to be considered through this process and make a recommendation accordingly.
- 2.2 Alternatively if the Vice President for Staff & Administrative Systems as part of the contract negotiation process identifies a case for the applicant to be considered through this process he will make a recommendation to the Committee.
- 2.3 Staff appointed to Associate Professor/Professor through this pathway will have an internationally recognised academic track record. Prior to their appointment to a senior management post at the University, applicants will have previously held professorial appointments (or demonstrated equivalent academic activity, leadership and management performance) at UCD, or at another internationally respected, high-calibre institution.

### **3 Assessment Principles**

- 3.1 Applicants under this process will have been appointed through international competition to a senior academic management position.
  
- 3.2 As in the case of other Professorial appointment pathways, these appointments will be judged on international standards, will be evidence-based, and will be entirely founded on merit.
  
- 3.3 The University's consideration of senior management Professorial appointments will be founded on:
  - The academic track record, leadership, ability and trajectory of the appointee;
  - The status/ranking of the institution(s) where the appointee has held positions previously;
  - The opinions of an additional three independent external assessors, if the Committee deems it necessary to supplement the external assessment process involved in the assessment for the senior management post.
  
- 3.4 In addition to having been appointed to a senior management position in the University and, in common with all other UCD Professorial appointments, appointees will be required to demonstrate exceptional performance in Research and Scholarship and Academic Leadership. Satisfactory performance in teaching and learning and University contribution activities must support appointment, however, they will not form the basis for appointment decisions on their own, or jointly. (The type of evidence that may support an application is provided in Appendix A.)

### **4 Assessment Process**

- 4.1 The consideration of applications will be founded on the principles of equality of opportunity, confidentiality and the application of transparent criteria in decision making.
  
- 4.2 The Vice-President for Staff and Administration Systems (Vice President) will compile a *strictly confidential* case for Professorial appointment for consideration by the President's

Committee on Professorships (the Committee). Documents collated will include:

- A concise statement by the Vice-President on the appointee's academic stature and leadership qualities and how it is recognised internationally
- Recommendation of Assessment Board, if appropriate
- Applicant's CV and application for Senior Management post

4.3 The Vice-President will forward all relevant documentation to the Committee.

4.4 Where the Committee agrees that it has sufficient evidence to make an appointment it will make its decision and that decision will be final.

4.5 If in accordance with paragraph 3.3 (of this document) the Committee deems it necessary to supplement the external process with the opinions of three external assessors, a Sub-Committee will be formed, consisting of the Registrar (Chair) and one member from each of the constituent membership groups (i.e. UCAATP and Professors of the Governing Authority).

4.6 When the Sub-Committee agrees that it has sufficient evidence to make an appointment at Professorial level it will make its decision, and that decision will be final.

4.7 If the Sub-Committee is established in accordance with paragraph 3.3 of this document, it will report its decision to the President's Committee on Professorships.

4.8 The President's Committee on Professorship will forward its decision to the Governing Authority and to the Academic Council for noting.

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## **Appendix A:**

### **Indicative Evidence of Accomplishment**

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These are indicative, and are not an exhaustive list of the type of evidence that may support an application under the respective headings. Similarly, applicants are not necessarily expected to be able to produce evidence on every detailed indicator, but a case would normally be expected to include evidence on a significant proportion under the relevant areas, consistent with disciplinary norms.

**I Research and Scholarship** – the demonstration of international recognition as a leading researcher and scholar in the chosen field. Evidence of international standing and recognition in a discipline or field of study, as demonstrated by an appropriate selection of the following:

- A substantial volume (according to discipline norms) of high quality, high-impact refereed research publications, and/or books and monographs. Evidence of impact should be provided (where possible e.g. journal impact factors; journal ratings; external assessment/review; prizes).
- Publication of the results of original research and other scholarly endeavours in refereed journals of high international repute and impact.
- A substantial volume of original research output published in peer-reviewed conference proceedings.
- Publication of reports commissioned by government agencies and international organisations, and reports on high-level consultancies carried out for industrial and commercial firms.
- Creative works of intellectual repute in relevant disciplines.

In the case of multi-authored publications, there must be a clear and substantial personal contribution. Research reports may also be admissible if the work is in areas where it is not possible to publish openly, provided that an appropriate external quality measure is identifiable.

- A proven track record in the management and direction of a substantial research group, including the acquisition of necessary funds.
- Creation and/or leadership of substantial, multi-institutional or collaborative research facilities or programmes.
- Ability to attract funds from external peer adjudicated grant agencies.
- Award of prizes or honours for internationally regarded research.
- The outstanding recruitment, supervision, support through to successful completion and placement of research students.
- Successful application and development of the research for patents and licences and other effective ways.

**II Academic Leadership** - the demonstration of successfully discharging a major leadership position within a university and/or the discipline. Examples of academic leadership evidence may include:

- Evidence of an international reputation in the applicant's discipline through election to key positions on national or international bodies and societies; invitations to deliver keynote lectures at international conferences; membership of government or international advisory bodies and committees of enquiry; contribution at a senior level to one or more professional/cultural bodies, related to the applicant's discipline.
- Editorial positions in high-impact, internationally refereed academic and professional journals.

- Experience of organising, hosting and chairing world-respected academic and professional conferences.
- Membership of international delegations in the applicant's area of expertise.
- Invitations to serve as referee or adjudicator by major national and competitive grant awarding or award-granting schemes or organisations.
- Invitations to serve as external examiner and/or Visiting Professor in other reputable higher education institutions, or as a visiting academic in government departments and agencies.
- Development of new, market leading programmes of study, including Continuing Professional Development (CPD), Lifelong Learning and Distance Learning.
- Demonstration of high quality management, leadership and administration within a university as evidenced through successful performance in positions such as Principal of College, Head of School, Head of Major Research Institute, Degree Programme Director, Chair of University/College Committee, etc.
- Any other selfless and disinterested action that benefits others within a university's community, for example, a record of provision of academic guidance to junior colleagues, and which furthers the institution's reputation as a world-class research-intensive university.

**III Teaching and Learning** – the demonstration of national or international eminence in this area, evidenced by national or international recognition by academic and professional bodies. Examples of teaching and learning evidence may include:

- Sustained, successful innovations in curriculum design, delivery, media and/or content, recognised as making a major contribution to the subject or discipline (for example, the introduction of an entirely new area of teaching to the subject area, or

the implementation of a substantial computer-aided element of learning).

- Award of prizes for internationally recognised teaching/ pedagogic innovation and achievement.
- Creation and/or leadership of substantial, multi-institutional or collaborative teaching/training facilities/programmes.
- Sustained, high-quality contribution to pedagogic research in their discipline.
- Publication of innovative, widely respected textbooks and/or other teaching materials.
- Outstanding performance as a teacher, as evidenced by student ratings and/or peer review of teaching, and by internal or external recognition such as professional awards or prizes.
- Evidence of distinguished subsequent achievement by graduates resulting from learning outcomes achieved while students, including those undertaking both taught and research programmes.

**IV Contribution Activities** – the demonstration of substantial external outreach activity through outstanding achievement in the development of public or professional policy or practice, contribution to the university’s income generation, or to other aspects of society at national or international level. Internally, contributing to the management or direction of the University of through the active engagement in internal Committees or other activities that foster the development of the University as a community. Examples of contribution activity evidence may include:

- Making a substantial contribution to intellectual, cultural, social, or economic life at institutional, regional, national or international level.
- Having a substantial beneficial influence on the development or application of public or professional policy or practice at institutional, regional, national or international level.

- Significant engagement with and positive impact on areas of community activity at local and international level arising from scholarship activity.
  - Developing and maintaining innovative and/or creative relationships, including secondments or other forms of service, with external bodies at a regional, national or international level, bringing a substantial benefit to the University as well as a reciprocal benefit to society.
  - Establishing a successful company of benefit to the local or national economy.
  - Making a substantial contribution to University income, from consultancy activities based on academic activities and contributing to the local or national economy, or to the development of professional policy or practice.
  - Successful exploitation of intellectual property rights through patents, licences, etc., resulting in a substantial contribution to University income and/or a more general benefit to society.
  - Active involvement in University/College/School Committees and Governance
  - Development of cross-University initiatives directed at enhancing an institution's position as a leading research- intensive student-centred University.
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## 5. Policy Revision History

Version	Date	Description	Author
1.0	December 2005	Creation of Policy	UCD HR