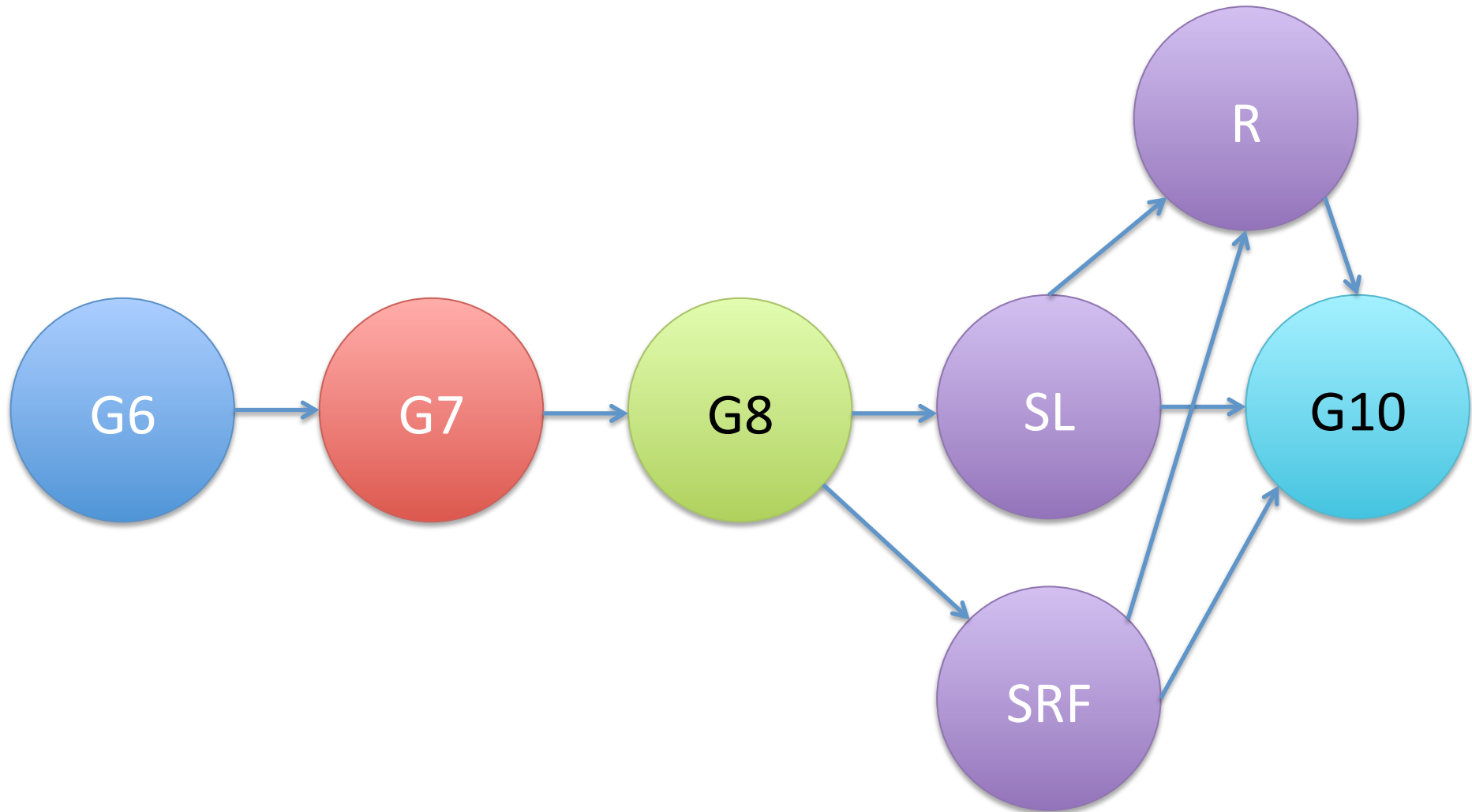


Promotion

About the fairest and most  
functional university process I've  
encountered  
(given the criteria!)

# The pathway



Academic Year	Position Sought	Successful	Gender
<b>2010-11</b>	Research Associate (G7)	Yes	F
	Research Fellow (G8)	Yes	M
	Senior Research Fellow (G9)	Yes	F
	Reader (G9)	Yes	F
<b>2011-12</b>	Senior Lecturer (G9)	Yes	M
<b>2012-13</b>	Bioinformatician (G8)	Yes	M
	Senior Lecturer (G9)	Yes	M
	Senior Lecturer (G9)	Yes	F
<b>2013-14</b>	Lecturer (G8)	Yes	F
	Reader (G9)	No	M
	Professor (G10)	Yes	F
	Professor (G10)	Yes	F
	Professor (G10)	No	F
<b>2014-15</b>	Research Associate (G7)	Yes	F
	Research Associate (G7)	No	F
	Research Fellow	Yes	M
	Research Fellow	Yes	F
	Senior Research Fellow	Yes	M
	Reader	Yes	F

# Career progression

- Career progression is a continuous process, not just about promotion...
- Development in post
- New experiences, environments, etc
- Promotion in post
- Appointment to new post
- Broad variety of career routes and destinations

# The criteria

- Output
- Awards
- Supervision
- Knowledge Exchange & Impact
- Learning & Teaching
- Leadership Management and Citizenship
- Esteem

The word “sustained” crops up a lot

# The criteria

- Study them
- Identify gaps and work to fill them
- Address the gaps in advance
- Manage them!
- Ask to be involved in PGR supervision  
[http://www.gla.ac.uk/media/media\\_482766\\_en.pdf](http://www.gla.ac.uk/media/media_482766_en.pdf)
- Ask to be involved in grant preparation

# Russell Group Benchmarking

## INCOME (2015/16 – check for annual updates)

INCOME £1000s (pa)	UG	RG median	RG upper quartile	RG 90% percentile
Veterinary science	150	111	142	202
Bioscience	238	178	238	284

(and what are we??)



# Russell Group Benchmarking PGR supervision (2015/16 – check for annual updates)

PGR	UG	RG median	RG upper quartile
Veterinary science	1.54	0.95	1.41
Bioscience	3.43	2.33	2.49

# Preparing for promotion

- Look at the criteria
- Discuss at P&DR
- Discuss with mentor
- Discuss with colleagues who have succeeded in promotion
- Discuss with me

# Applying for promotion

- Start early – very early
- Ask around – ask to see other applications
- Adhere strictly to the instructions
- Ensure publications are up-to-date on Enlighten
- Pass it by your DoI for feedback

# Tips from HR ..

- Applicant's Statement - try not to repeat information already provided
- Ensure you have time to fully prepare – don't wait until close to the deadline
- Use 'I' rather than 'we'
- Be explicit about your achievements
- Remember decisions are based on the content of your application form
- Ask a 'critical friend' to comment on your application and give you feedback

# Special circumstances ..

- An opportunity to highlight any circumstances which you wish to be considered, for example:
- Part-time working
- Maternity/adoption leave or long term illness absence
- Reduced outputs due to ill health or other significant reason
- In general the required performance level remains the same however the sets the context re lesser volume of outputs during the period – each case is considered individually

# Applicants statement

- Punchy summary
- Special circumstances
- Fit to Institute College strategy
- Greater narrative to activities
- Evidence of unrealized ambition
- Future plans (sense of career trajectory)

# Myths

- *If you have a career break, it's more difficult to get promotion.*
- *If you have flexible hours you can't get promotion*
- *You can't be promoted on a fixed term contract*
- *The only way to get promoted is to move or say you are moving to another University*
- *It's easier for men to be promoted than women*
- Your P&DR outcome matters
- The 2 year ban on re-application is not a certainty
- There is a cap/quota on the number of promotions

# Do's and Don't's

- Ensure PhD supervisory %'s are correct and fair
- Ensure grant ownership %'s are correct and fair
- Do not over-egg anything
- Avoid double-counting
- Don't fiddle the timeframes – pay careful attention to them
- Seek and manage esteem measures
- Pro-actively manage authorship positions in a fair and reasonable way
- Don't be intimidated
- Don't scrape around too hard for material
- Don't be overly proud, or overly pleading



# Further comments

- A preponderance means 5 or 6 out of 7
- Real strength in one area will spill-over
- 'Sustained' is a very loose term

# The promotions committee

Applications considered by:

- Vice Principal & Head of College (Convenor)
- College Secretary/Director of Professional Services
- All Heads of School / Research Institutes
- College Deans
- Two Senate Assessors
- College HR