

# Academic Promotion Information Session Chat

## Questions and Answers 2022

Q. Would Honours supervision be considered if you have not supervised HDR at an early career stage

A. yes Honours Supervision is also considered, and you will be asked to provide those details.

Q. how does the new 2 year eligibility rule apply to applicants from the last 2 years?

Q. I believe the 2-year eligibility rule is one of the latest policy updates. How does this apply to the unsuccessful applicants within the last 2 years?

A. the 2 year eligibility applies to those successful and unsuccessful - you can apply after 12 months for an exemption. You will be asked to make a case of why you should be given an exemption. This is covered in the Guidelines.

Q. Do we have definitions of "career interruptions?" Are these indicative of ROPE?

A. The guidelines give information about potential areas/reasons for career interruption. The guidelines are consciously broad on career interruptions to allow for as diverse circumstances as we can. If you're still unsure after today and reading through the guidelines, feel free to contact Michelle Falconer for further clarity.

Q. How is the external assessor selected?

A. Independent assessors selected by DVC, based from a list supplied by your Dean or Institute Director. The latter ensure the suggested assessors have the expertise in your area, but they will not suggest academics that have collaborated with you already.

Q. For level C applications:

- Does the applicant identify the assessor or is it chosen by the supervisor/committee?
- Does "independently" mean that the assessor doesn't have to be familiar with the applicant's work and assess the overall application?

A. Applicants are not required to identify assessors but can indicate a potential assessor that should not be considered.

Q. Will independent assessors be in any way aligned to the field of research of the applicant?

A. Independent assessors are sought in the appropriate disciplines.

Q. For level D, I presume 'significant works' means research outputs and does not include significant outputs /impacts in governance and leadership. Please confirm

A. Research outputs primarily, but could be reports and monographs, perhaps a text book. Certainly outputs from Scholarship of T&L could be included. "Please list three significant works for review by independent external assessors. Please indicate the importance and impact of this work, significance to your discipline nationally or international, your role and your % contribution to each.

The three significant works are for review by independent external assessors. So bare this in mind regarding how old or new they are. If too new, it will be harder to show impact. if too old there is the issue of recency.

Q. Do the 3 significant works have to be selected from the 5 year period or can be from any stage of the career?

A. It is recommended that at least two of the three works should be within the last five years, or since the last promotion.

Q. What are the 3 clusters for the selection committee?

A. The three clusters are: Health & Medicine; Humanities, Arts & social Sciences and Science, Technology, Engineering & Mathematics.

Q. Researcher Activity Statement captures RESEARCH GRANTS but not TEACHING & LEARNING GRANTS

A. Researcher activity statements will soon be upgraded to include three types of internal research grants: researcher development awards; VC Gender Equity; research partnership projects. All other internal grants will need to be included in the CV.

Q. Will RAS be updated to reflect this prior to the August promotions deadline?

A. Aim to have this in place by end of July.

Q. Another question about the Research Activity Statement: my 'publications' tab doesn't account for publications from 2022, online first publications, or non-ERA eligible outputs. Will a full list of publications as it appears in the research portal also be provided? Or is this something I need to include in the CV form?

A. Any publications still missing from Researcher Activity Statements, such as those just published, should go into the CV. If unsure what will appear in your statement you can request a copy from [promotions@westernsydney.edu.au](mailto:promotions@westernsydney.edu.au)

Q. Will the forms stay the same for the August deadline?

A. Yes the forms will remain the same

Q. Are any considerations made for staff who have recently joined the University at a transitional time in their career (i.e., Step 3 or 4 of their current Level) to include achievements prior to commencement within their application? So as to not disadvantage/deter them from application at an opportune time in their career.

Q. Is work considered at other institutions included?

A. Career outcomes and pre-Western research outcomes matter, especially in terms of narrative and contribution, but the emphasis for judging performance is justifiably focussed on contribution in last 5 years and at Western. The Cttee will take that rolling contracts into consideration as a ROPE matter

Q. Would the last five years be able to be included if some of them were at another University, whilst also focusing on the more recent achievements at Western? The wording on the policy makes it seem as though only the Western successes will be included as that is the shortest time period.

A. Performance at Western (say in three years here) would be critical. If you had a great two years somewhere else, and not much to show for your time at Western, that would not look strong. Need to build confidence in the cttee that your performance has been sustained.

Q. how are the NCP grants for teaching and learning recognised? These do not go on any portal? do we add these into our CV?

Q. Teaching & Learning grants (for example NCP grants) are not captured on any portal. Is WSU considering to develop a Teaching Portal to capture Teaching & Learning achievements?

A. We will have a portal or dashboard for T&L - run out of Badugulang which will capture NCP, peer review, mentorship, fellowships, and all relevant T&L evidence. But at this point it can be on your CV, and refer in your narrative.

Q. is there an ETA for when that T and L portal/dashboard will be up and running?

A. ETA is end of the year - its complex to do data T&L presentation as lots of this is NOT yet captured in the data warehouse.

Q. Is Institutional leadership is essential for level D? thanks

A. 'leadership' per se is critical for Level D. Institutional leadership (school, institute, cluster, or university level) counts very much. But some applicants do focus more on discipline leadership (especially where it has been of a high level).