

MYTH BUSTING ACADEMIC PROMOTIONS

PROFESSOR DEBORAH SWEENEY
DVC Research, Enterprise and International



Application Deadlines

For 2021 we are looking to hold 2 meetings to assess applications

- Applications due 5pm **22 February** for the first round and
- Applications due 5pm **26 July** for the second round

NOTE: while there is an always open process for submitting applications, these are the dates that applications are needed by to make the next committee meeting. There is no guarantee that submission after these dates will make it to the relevant committee meeting.

Policy and Procedure Updates

- Mainly clarification of procedural processes
- Governance, Service and Engagement
- Leadership included in all areas
- New application and CV forms

From the Policy - Fields of Academic Practice

- (14) Applications for academic promotion will be assessed against the University's general standards for appointments, described in the Position Classification Standards in the current University Academic Staff Agreement.
- (15) Applicants are required to make their case to the Academic Promotions Committee, addressing three fields of academic practice:
- Achievements in **Teaching and Learning**, including but not limited to, any one or more of: **engaged teaching, curriculum development, *educational leadership*, and student learning development.**
- Achievements in **Research and Scholarship**, including but not limited to, any one of more of: **engaged research, research impact, *research leadership*, and research-based professional consultancy activities.**
- Achievements in **Governance, Service and Engagement**, including but not limited to any one or more of: ***institutional leadership* at this University, and contributions to higher education and other sectors, the relevant profession or academic discipline, and communities in Australia or overseas.**

Equity and COVID-19 Considerations

Equity Considerations (Achievements Relative to Opportunity)

250 words maximum

*Please outline any equity considerations of significance over the past five years which are relevant to your application and academic opportunities during this period. Describe the impact these equity considerations may have had on your achievements. Equity considerations may include for example: **family and/or carer responsibilities, such as being primary carer for school-aged children, caring for a family member with disability or medical condition; having a temporary or permanent disability, including a medical condition, mental health issue, serious injury; cultural considerations, such as recently arriving from or living overseas and/or cultural obligations; working in a non-traditional field for a person of your gender.***

COVID-19 Considerations

1/2 – 3/4 page max

*Please outline any COVID-19 considerations of significance which are relevant to your application and academic opportunities during this current COVID-19 period. Describe the impact these considerations may have had on your academic development and progression. COVID-19 considerations **may include for example: transition to remote teaching and learning, changes in workloads to focus on teaching and governance roles in response to COVID-19, the loss of access to research resources. Additionally, shifts in household labour, childcare, eldercare, exacerbation of your own medical condition/s because of COVID-19 circumstances, and physical confinement can all be contributing factors.***

Timeframe

What timeframe will be assessed within my application:


- Assessments of applications for academic promotion will take into account applicants' overall career trajectories and achievements, but will focus on applicants' achievements over the shortest of:
- the previous five years,
- the period since the applicant's last promotion at the University; or
- the period since the applicant's appointment to the University.

Application

What do you need to submit with your application?

- This information can be found in full within the Guidelines document.
 - Application form
 - CV
 - SFT reports
 - Researcher Activity Statement (the final version will be provided by HR)
 - TICE report (please ensure all your TICE entries are updated prior to the submission date for HR to generate this report)
 - 5 significant works if you are applying to Level D or Level E
 - Supporting documentation for equity and COVID-19 considerations
- *Any additional supporting documentation for your application should be sent to your Dean or Director for sighting. The Committee will not receive this.*
- *Referee and Dean reports are sought by the HR office and applicants should not seek these reports. Academic Supervisors provide input into the Dean report and so should not be listed as a Referee.*

TICE - Tracking and Improving Community Engagement



ACADEMIC PROMOTIONS

TICE

TRACKING AND IMPROVING COMMUNITY ENGAGEMENT

TICE
TICE is the University's Tracking and Improving Community Engagement online system.

ENGAGEMENT
Engagement is seen as a distinctive way of carrying out research, teaching, learning and service - the core business of the University.

Working in partnership with industry, many businesses and varied communities, our aim is to contribute to the development, wellbeing and prosperity of the regions we serve, starting with Western Sydney.

PURPOSE
The purpose of TICE is to capture the University's community engagement. The system was built by the University for the University and it enables all staff at Western Sydney University to enter, update and report their engagement activities. Additionally, the system enables department heads to report on engagement activities within the Greater Western Sydney region, the state and beyond.

TICE records engagement into two clearly defined categories; as either "Academic Partnership" or "Community Contribution" engagement activities.


ACADEMIC PARTNERSHIP
Academic Partnerships are engagement activities primarily involving in partnering with an external entity and include activities such as engaged teaching, learning and engaged research.

COMMUNITY CONTRIBUTION
Community Contribution activities are our engagement activities which primarily involve service to the academic profession and societies. Most engagement activities which fit into the Community Contribution category are those whereby University staff offer their advice and expertise to a particular audience in a one-off exchange, for example an Academic Speaker in Schools program.

UNIVERSITY COMMITMENT
Western Sydney University is committed to community engagement and provides many avenues for community organisations, businesses and services to link to the University through joint research projects, engaged learning opportunities and community engagement activities.

Community Engagement Facilitators work with the University Directors of Engagement to ensure that the University is responsive to local issues and are a focal point for the community, business, industry and government to access the University and its educational, research and consulting activities.

STAFF RECOGNITION
It is highly recognised that our Academic Staff are at the coal face of world class engaged education, research and consulting and the University is committed to acknowledging leaders in this area. The Academic Promotions process is one of many ways we can recognise and acknowledge leaders in this space and it is important to ensure your engagement activities are entered and kept up-to-date in TICE.



WELCOME TO TICE!

DEFINITION OF UNIVERSITY-COMMUNITY ENGAGEMENT

Academic Partnership
Academic Partnership activities are those whereby University staff offer their advice and expertise to a particular audience in a one-off exchange, for example an Academic Speaker in Schools program.

Community Contribution
Community Contribution activities are those whereby University staff offer their advice and expertise to a particular audience in a one-off exchange, for example an Academic Speaker in Schools program.

RELATED LINKS

- [ACADEMIC PARTNERSHIP](#)
- [COMMUNITY CONTRIBUTION](#)

Myths

Quotas and assessment matrix:

- There are no quotas set for academic promotions.
- There is no assessment matrix used by committee members when reading and assessing applications.

Recommendations

- We strongly recommend that you discuss your promotion application with:

Your Academic Supervisor

Your Dean/Director

Your champion or mentor (and a promotion mentor)

Someone outside of your area for a different perspective when reading your application.

- Remember that the promotion committee members may not be from your discipline background.

Resources

- The Academic Promotion website has all the resources required for your promotion application.
www.westernsydney.edu.au/academic_promotion
- Links to Policy and Procedures, Guidelines and Position Classification Standards and Forms (application and CV)
- Information on obtaining your Researcher Activity Statement, your TICE (Tracking and Improving Community Engagement) report and your SFT/SFU reports.
- A page dedicated to a mentoring listing of past successfully promoted staff willing to assist you with your application.
- Past workshop presentations and videos to assist along with a list of resources to aid your application.

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GOVERNANCE, SERVICE AND
ENGAGEMENT

PROFESSOR ALPHIA POSSAMAI-INESEDY
CHAIR, ACADEMIC SENATE



What to remember

- What our policy says: Institutional leadership at WSU, contributions to higher education and other sectors, your discipline/profession, communities in Australia or overseas.
- WSU recognises diverse academic contributions – whether individual or collegial
- Demonstrate sustained contributions and achievements with evidence of impact
- Achievements, not a list of activity; Influence and impact
- Language for this area is not as accessible as other areas – demonstrate impact and change and be specific about your contribution in collegial work.

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Teaching and Learning

ASSOCIATE PROFESSOR SIMON BEDFORD

Pro Vice-Chancellor, (Learning Futures)

