

ACADEMIC PROMOTIONS: Service & Engagement

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The question of language

- How do we measure the quality of our work in this area?
- Policy: Institutional leadership at WSU, contributions to higher education and other sectors, your discipline/profession, communities in Australia or overseas.
- Recognises diverse academic contributions
- How do we create an evidence-based narrative that outlines our achievements and influence in this space?



Service and Engagement

- Individual or Collegial (quantify and qualify your contribution)
- Nature and duration of role; how do you know what you contributed – what was your impact?
- Examples – roles within School/ Institute/ University; leadership in social/education issues in community; contributions to the management of a journal, professional association, industry body; Contributions that enhance University-Community connectivity.
- Demonstrate sustained contributions and achievements with evidence of impact
- Alignment with University strategic priorities



Achievements and Impact

- **Achievements, not activity**
- **Influence and impact**
- **What evidence can you use when describing the difference/dontribvution you have made (not limited to):**
 - **Feedback that identifies the nature and extent of your work and its significance.**
 - **Letters from Chairs of committees and board that detail your contribution**
 - **Media profile**
 - **Invitation to sit on review panels, public enquiries or membership of international delegations.**
 - **Written work for non-academic publication**

What does this look like across Levels?

- **Level B:** Involvement in professional activity – organizational body. Demonstration of involvement beyond membership; attendance at governance meetings and contribution to planning and committee work; creative achievement; professional contribution.
- **Level C:** As above – however, the role of the work shifts with higher responsibilities in planning and work. It is at this level that we expect to see a more sustained record of your work.
- **Level D:** The expectation at this level is that you are making a significant contribution to these areas. Evidence of a sustained level of significant contribution.
- **Level E:** The expectation at this level is for the academic to “exercise a special responsibility in providing leadership and in fostering excellence in [...]professional activities and policy development in the academic discipline within the academic or other comparable organizational unit, within the institution and within the community, both scholarly and



What to remember

- Service and Engagement are valued in our University and recognized in applications for promotion.
- The Language to demonstrate quality in this area is not as readily accessible as we find in areas such as L&T and research. Can you measure impact? Can you demonstrate change?
- Important point about achievement and 'change'
- Remember to be specific about your contribution if you are presenting team work in your application
- Build a narrative to demonstrate your contribution in service and engagement. A common thread is often visible across the three streams of your application.