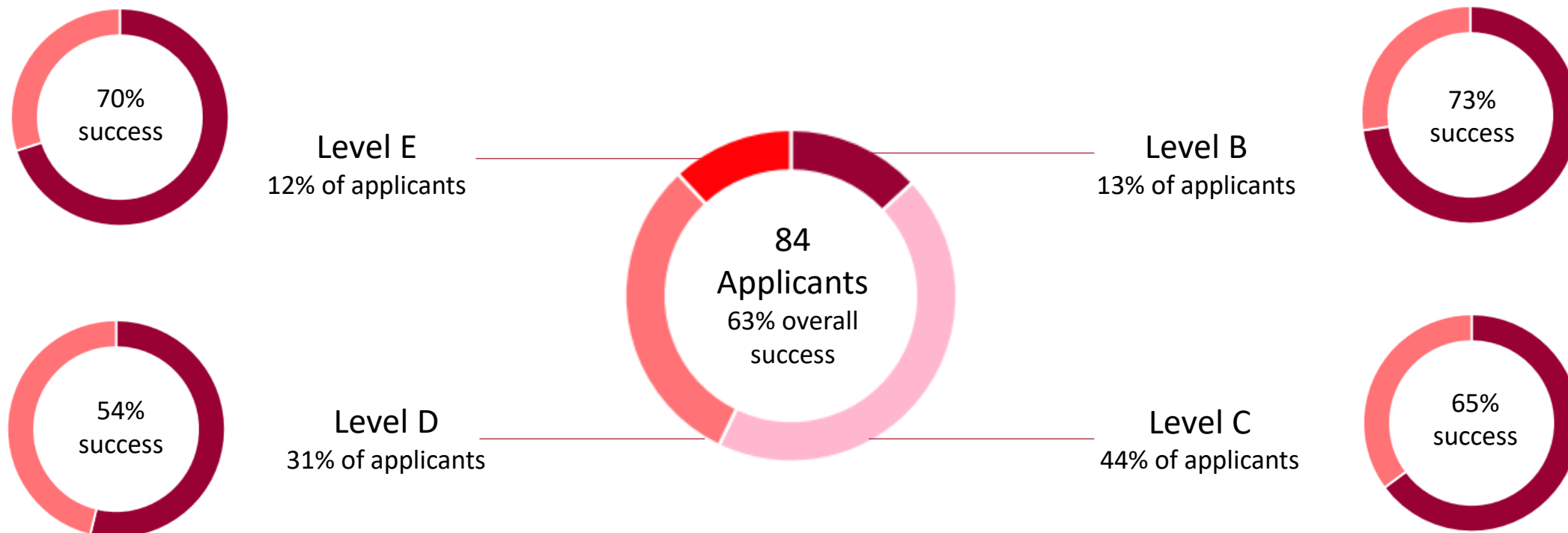


ACADEMIC PROMOTIONS: AN OVERVIEW

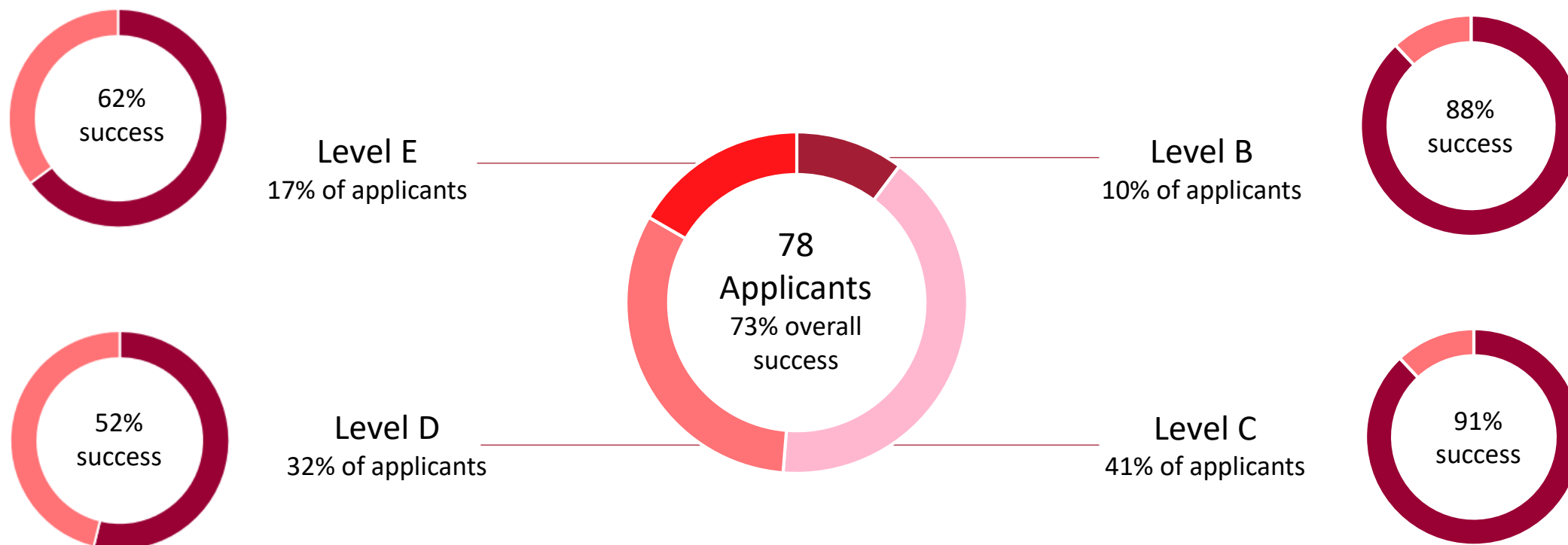
Professor Denise Kirkpatrick
Deputy Vice-Chancellor & Vice-President (Academic)



Key 2017 Statistics – Success by Level



Key 2018 Statistics – Success by Level



'New' Promotions

- Shorter
- Evidence-based
- Your achievements and influence
- You no longer need to rate your achievements in each dimension
- You do need to demonstrate a high standard of performance in all dimensions according to the level for which you apply



Components of Strong Applications

- Cohesive, evidence-based narrative
- Your professional trajectory
- Achievements, not activity
- Collaboration
- Influence and impact
 - What difference you have made...
 - What contribution you have made...
- Demonstrate sustained contributions and achievements with evidence of impact
- Alignment with University strategic priorities



External Considerations

- Thoughtful choice of referees
- Influence of external assessors (at levels D and E)
- External perspective
- External impact and reputation
 - National and international



**We are looking for the
'whole academic'**

- How do the various dimensions of your application fit together?

**Leadership should be
demonstrated in all
dimensions**

- Positional or influence

**Describe your profile,
networks, and reputation**

- Internal and external aspects both matter

**Show the impact of what
you have achieved in each
aspect of your academic
profile**

**Remember the panel will
not know every discipline
as well as you know yours**

- Explain the significance of your achievements clearly

Demonstrating Contributions

- Evidence and data
- Sustained and effective contribution
- High level of performance may include:
 - Advisory / consultancy activities
 - Board memberships
 - Appointment to significant government / state / industry / NGO bodies
- More than just 'being there'
 - What difference did you make?
 - Detail the nature of contributions
 - Explain the outcomes and impact
- Be honest about *your* contributions, particularly in collaborative endeavours



Discussing your Achievements

Academics should... detail the nature of the contributions they have made, and the outcomes and impact of those contributions.

These achievements should be informed by key University strategic plans.

Applicants should reference and contextualise their Tracking and Improving Community Engagement (TICE) database reports, as needed.

-Western Sydney University Academic Promotions Guidelines 2018

Tracking and Improving Community Engagement (TICE)

- **Types of Contributions:**
- **Academic Partnership** – engagement work in consultation/collaboration with an organisation outside of WSU
- **Community Contribution** – knowledge shared with the community (e.g., conferences, school talks)



TICE Tips

- Enter activities early and often
 - Demonstrates consistency, organisation and engagement
 - Your engagement impacts the overall WSU Engagement ranking
- Works best on Chrome (rather than Internet Explorer)
- The Office of Engagement can address enquiries or set up training sessions
 - Contact k.Jarvis@westernsydney.edu.au
 - Call 02 9772 6032



Student Feedback on Teaching (SFT) Surveys

- Ensure your name is next to your class in the timetable
- Make time in class to discuss the surveys
 - The content
 - How feedback has been used
 - Why student responses are important
- Make time to complete surveys in class
- Contact the survey team early if you need help:

surveys@westernsydney.edu.au



Research Activity Statements

- REDI can provide an overview of your research activity
 - Draws from online REDI research profile
 - A more detailed, 'at-a-glance' format
- Check the online research portal first: <https://research-report.uws.edu.au/wpubs/Portal.asp>
- Request a Research Activity Statement via: REDIdata@westernsydney.edu.au
- **NOTE** – this report may take up to a week to produce so please plan ahead



Closing Advice

- **Make your case: be strong but honest**
- **Explain technical terms**
- **Make your achievements clear**
- **Indicate activity nature and duration**
- **Identify and justify impact**
- **Ensure your evidence supports your claims**



Useful Resources

- **Policy, Procedures and Guidelines**

- [Academic Promotions Policy](#)
- [Academic Promotions Procedures](#)
- [Application Promotions Guidelines](#)

- **Checklists and standards**

- [Position Classification Standards](#)
- [Checklist for Academic Achievement](#)

- **Templates**

- [Academic Promotion Application Form](#)
- [Academic Promotion Application CV](#)

- **Strategic Plans**

- [Securing Success 2015-2020](#)
- [Learning Futures Plan 2016-2020](#)
- [Research Plan](#)
- [International Plan](#)

- **TICE Database**

- [TICE database](#)

- **Additional Support**

- [Academic Careers and Development Resources](#)
- [Academic Promotion Mentors](#)