



ACADEMIC PROMOTIONS SCHEME

ESTABLISHED PROFESSOR

CRITERIA

A basic principle of promotion is that all candidates are seen to contribute significantly to teaching and learning, research/scholarship, and other duties, thus fulfilling the basic elements of collegiality as academics in the University. Within this framework, and in recognition of the diversity of strengths among potential candidates, three pathways to Established professor are open, based on exceptional achievement under a range of headings:

i) **Research/Scholarship Track**

Candidates applying under the Research and Scholarship track must address all of the criteria as set out in section 1.

ii) **Teaching and Learning Track**

Candidates applying under the Teaching and Learning track must address all of the criteria as set out in section 2.

iii) **Leadership Track**

Candidates applying under the Leadership Track must address all of the criteria as set out in section 3.

Core and Non-Core Criteria

An application under any of the three tracks is thus required to address all nine criteria in that track. Where a candidate fails to achieve a single **non-core criterion** but a) has achieved all other criteria required and b) is deemed by the panel to have sufficient compensating strengths in the round, the panel may deem the prima facie case nevertheless to have been met. **Core criteria** are as indicated in each pathway and must be deemed to have been achieved in order for a prima facie case to be established. All other criteria are deemed to be non-core.

The consistent use of the word “exceptional” reflects the level of achievement that is expected at full professor level, in line with the use of the term in at least one other Irish university.

Candidates should not include the same achievement or evidence under more than one heading in their application.

1. Research and Scholarship Track

Research

*Exceptional achievements in research, scholarship and, as appropriate, innovation must include evidence of all of the following, **details as appropriate to the discipline:***

- i. **(Core)** A sustained, exceptional record of research outputs recognised for originality, significance and rigour, leading to national or international standing and recognition. These publications will have had a demonstrable impact on the discipline (as evidenced by metrics appropriate to the discipline).
- ii. Exceptional external research leadership, service on national/international bodies, refereeing roles, etc.
- iii. Exceptional and sustained successful supervision to completion of doctoral students or successful supervision of postdoctoral researchers or a combination thereof.
- iv. An exceptional and consistent track record of securing research funding as PI
- v. Evidence of exceptional impact of research beyond academia, e.g. through public dissemination, engagement with public sector, society, industry, commercialisation of research, etc.
- vi. Internationally excellent standing in the discipline as evidenced by involvement in learned societies, funding agencies, journals, invitations to give keynote addresses, etc. External Examining of research theses.

Teaching and Learning

- vii. **(Core)** A outstanding contribution to teaching, supervision and mentoring of students at most or all levels in the School.

Engagement and Contribution

Citizenship by dint of exceptional contribution to management and leadership in the School, Research Institute, College and/or University. Contribution to engagement with a variety of stakeholders in civil society, including private, public and third sector organisations, that deploys and enriches teaching and/or research and enhances our national or global reputation.

- viii. **(Core)** Exceptional and sustained evidence of high quality organisational, leadership or management skills which have contributed to the Academic Unit, the College and the University. Such roles might include, among others, Course Directorship, Discipline Head, (Associate) Head of School, (Associate) Research Director, Vice-Dean, Committee or Working Group Chair, substantial contributions to other activities at

School and College level, including committees and working groups, membership of senior University committees or working groups, and/or responsibility for a substantial laboratory or other facility.

- ix. **(Core)** Exceptional and sustained contribution to intellectual, cultural, social or economic life externally to the University and externally to academia, at regional, national or international level, including external engagement activities for and on behalf of the University.

It is emphasised that at all times the criteria above shall be measured by the Board as appropriate to the discipline of each applicant.

2. Teaching and Learning Track

Teaching and Learning

*Exceptional achievements or a consistently high level of achievement in Teaching and Learning, including Teaching Innovation, must include all of the following, **details as appropriate to the discipline:***

- i. **(Core)** Exceptional contribution to teaching, supervision and mentoring of students at most or all levels in the School.
- ii. An exceptional record of maintaining theoretical currency in teaching, as evidenced by peer-reviewed articles and/or reports on pedagogic research, incorporation of up-to-date methodologies in the relevant discipline or more widely, etc.
- iii. Regular and consistent incorporation of high-quality innovation into teaching which has been evaluated and found to be successful, including development and implementation of new programmes and/or teaching materials, especially involving innovative methodologies and/or content.
- iv. National/International standing in the area of teaching and learning, as evidenced by leadership roles in the subject nationally through professional and accreditation bodies or other national or international groups focused on the delivery of quality and excellence in teaching and student learning.
- v. Exceptional, successful and sustained dissemination and uptake by others of curriculum developments and innovation through, for example, conference presentations, workshops, publications or web sites. This could include evidence of collaboration with and/or influencing of colleagues in other HEIs on joint projects.
- vi. Exceptional record as principal applicant of securing external funding for research including pedagogic research, or for innovation and development of teaching and learning.

Research

- vii. **(Core)** An outstanding record of research outputs, including pedagogic research outputs, recognised for originality, significance and rigour, leading to national or international standing and recognition. These publications will have had a demonstrable impact on the discipline (as evidenced by metrics appropriate to the discipline).

Engagement and Contribution

Citizenship by dint of exceptional contribution to management and leadership in the School, Research Institute, College and/or University. Contribution to engagement

with a variety of stakeholders in civil society, including private, public and third sector organisations, that deploys and enriches teaching and/or research and enhances our national or global reputation.

- viii. **(Core)** Exceptional and sustained evidence of high quality organisational, leadership or management skills which have contributed to the Academic Unit, the College and the University. Such roles might include, among others, Course Directorship, Discipline Head, (Associate) Head of School, (Associate) Research Director, Vice-Dean, Committee or Working Group Chair, substantial contributions to other activities at School and College level, including committees and working groups, membership of senior University committees or working groups, and/or responsibility for a substantial laboratory or other facility.

- ix. **(Core)** Exceptional and sustained contribution to intellectual, cultural, social or economic life externally to the University and externally to academia, at regional, national or international level, including external engagement activities for and on behalf of the University.

It is emphasised that at all times the criteria above shall be measured by the Board as appropriate to the discipline of each applicant.

3. Leadership Track

Exceptional leadership achievements at University and National/International level must include all of the below, which includes also a substantial contribution to Research and to Teaching and Learning. In each of the criteria below demonstrable evidence of significant impact of the candidate's leadership activities is required to meet the criteria.

Leadership

- i. **(Core)** Exceptional leadership at University level. High quality organisational, leadership or management achievements which have contributed substantially to the University. Substantial evidence of the transformative nature of the leadership.
- ii. **(Core)** Proven exceptional leadership at national and/or international level. High quality creative and innovative leadership and contribution to external bodies such as national working groups, arts organisations, industrial groups, economic and other review groups, professional bodies, think tanks, etc.

Teaching and Learning

- iii. **(Core)** Outstanding contribution to teaching, supervision and mentoring of students at most or all levels in the School.

Research

- iv. **(Core)** An outstanding record of research outputs recognised for originality, significance and rigour, leading to national or international standing and recognition. These publications will have had a demonstrable impact on the discipline (as evidenced by metrics appropriate to the discipline).

Engagement and Contribution

Citizenship by dint of exceptional contribution to management and leadership in the School, Research Institute, College and/or University. Contribution to engagement with a variety of stakeholders in civil society, including private, public and third sector organisations, that deploys and enriches teaching and/or research and enhances our national or global reputation.

- v. **(Core)** Exceptional and sustained evidence of high quality organisational, leadership or management skills which have contributed to the Academic Unit, the College and the University. Such roles might include, among others, Course Directorship, Discipline Head, (Associate) Head of School, (Associate) Research Director, Vice-Dean, Committee or Working Group Chair, substantial contributions to other activities at School and College level, including committees and working groups, membership of senior University committees or working groups, and/or responsibility for a substantial laboratory or other facility.

- vi. **(Core)** Exceptional and sustained contribution to intellectual, cultural, social or economic life externally to the University and externally to academia, at regional, national or international level, including external engagement activities for and on behalf of the University.

Other

Any three criteria from sections 1.ii-vi and sections 2.ii-vi.

It is emphasised that at all times the criteria above shall be measured by the Board as appropriate to the discipline of each applicant.