Academic Titles for Health Professionals: Level E Promotion Process

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• The University of Queensland (UQ) acknowledges the Traditional Owners and their custodianship of the lands on which we meet.
• We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country.
• We recognise their valuable contributions to Australian and global society.

Acknowledgement of Country

Image: Digital reproduction of A Guidance Through Time by Casey Coolwell and Kyra Mandelstam
Key Policy Changes

- Linear progression through all academic levels to Level E for ATHs
- Low fractional (< 0.3) clinical academic appointments eligible
- Recognises clinical standing and peer recognition, educational contributions to other organisations such as the Colleges and AMC, as well as supervision of specialty trainees as evidence of achievement
- Criteria aligns with the recently updated UQ domains of:
  1. Teaching
  2. Research
  3. Supervision and Researcher Development
  4. Citizenship and Service
- Expect some contribution in all domains, acknowledging that higher achievement in some may compensate for lesser achievement in others
Before you apply

- Familiarise yourself with the ATH Promotion Policy & Procedure & criteria for academic performance
- Consider your readiness and application well in advance
- Review the promotions policy, procedure and website
- Seek advice from your Head mentor - get feedback on your promotion strategy
- REMEMBER it is a UQ promotion process
- NB. Applicants need to wait a minimum of 2 years between applications, whether successful or unsuccessful

Think carefully about the timing

ATH Promotion – Level E - Advice & Instructions

Academic Title Holders

Eligibility Guide for Academic Title Holders

Academic Title Holders are awarded to health professionals who make significant contributions to The University of Queensland. To be eligible for consideration for the award of an academic title, a health professional will have an ongoing and significant contribution to the university teaching, research and engagement program. Academic titles for health professionals are awarded at a level consistent with their appointment and as per the Academic Title for Health Professions policy.

The ATH Promotional pathway is also available to UQ clinical academic health professionals appointed, including conjoint or seconded staff, who hold a fractional appointment up to 0.5 FTE.

Academic Promotion at UQ

The University of Queensland is committed to the development and retention of high-performing staff and academic title holders (ATH) through academic promotion. The principles of academic promotion at the university are underpinned by UQ’s policy and procedures, as outlined in the Criteria for Academic Performance Indicators. The process of academic promotion differs between UQ Appointed Academic staff and Academic Title Holders. To recognise the contributions made to UQ and to support the professional development of health professionals working within the health disciplines.
UQ Policy and Procedure for ATH Promotion – Level E

Level E – Professor

(48) The Professor will have a significant reputation for outstanding achievement in their professional area. They will make a commensurate contribution to the University’s academic life and the advancement of its students. In addition to the requirements at Level D, they are expected to demonstrate excellence in the academic performance domains, recognising that there may be higher contributions in some domains that compensate for lesser achievements in other areas.

(49) In the domain of teaching, they will have demonstrated exceptional and sustained performance in evidence-based clinical practice and clinical teaching, having established themselves as outstanding clinicians and clinical teachers. They will have led the advancement and transformation of clinical education in their discipline, institutions, relevant specialist college or the health industry.

(50) In the domain of research, they will demonstrate their impact in/on research through fostering collaborations with local and international partners, and institutes/universities in health. As a recognised leading authority in their profession, they will use their influence to create, enable and support high impact research that produces evidence-based change in health outcomes and systems.

(51) In the domain of supervision and training, attracting fellows into a successful career development, they will have a long standing track record of supervising trainees to completion of specialty training and beyond, with excellent outcomes in the development of their supervisees’ skills and competencies, and future career opportunities.

(52) In the domain of citizenship and service to their discipline, the University and the community, they will be recognised nationally or internationally. Consistently demonstrating the Code’s Values and Behaviours, they will be recognised as a thought leader, setting policy or professional practice standards. As a visible and influential leader, they will continue to use their expertise and leadership through their outstanding contribution to high impact, influential government, professional or industry advisory committees or international community equivalent.
Criteria for Academic Performance

- The four domains apply to all Academic Categories.
- Demonstrating behaviour consistent with UQ Values is a requirement of the Citizenship and Service domain at all levels.
- The Guidelines on Evidencing Academic Achievement provides examples of activities within each domain.
- While there are some common elements to performance expectations, the nature and emphasis of each academic activity within domains can vary across academic disciplines.

**UQ Values**

**Creativity**
We apply our creativity as a way of seeking progress. We value new ideas, seek fresh perspectives and pursue game-changing innovations and opportunities.

**Excellence**
We strive for excellence in everything we do. We apply the highest standards to our work to achieve the greatest impact for the benefit of communities everywhere.

**Truth**
Truth is central to all that we do as a university. We seek truth through our focus on the advancement and dissemination of knowledge, and our deep commitment to academic freedom and freedom of expression.

**Integrity**
We always act with integrity. As stewards of the University’s resources and reputation, we are honest, ethical and principled.

**Courage**
We are courageous in our decision making. We are ambitious, bold and agile. We demonstrate moral courage, so that we are always guided by a sense of what is right.

**Respect and Inclusivity**
We provide a caring, inclusive and empowering environment for all. We engage respectfully with one another and promote the value that our diversity brings to our whole community.

Note that the Values are not weighted.
An ignorance of one value (e.g. Respect) cannot be in service of another (e.g. Excellence).
**Application Submission Workflow Example**
(Medical School ATH Application for Promotion to Level E)

- **Applicant to send EOI with CV for Level E conferral to HR Officer (ATH)** which is forwarded to A/Dean Strategic Development for initial review.

  - **Yes**
    - A/Dean Strategic Development emails the relevant Head, Clinical Unit and Head, Mayne Academy (copying in applicant and HR Officer (ATH)) with comments on application and suggested next steps.

  - **No**
    - Not for further progression at this stage. Applicant given advice / feedback on how to reach Level E in the future and connected to appropriate mentoring opportunities.

- **Applicant meets with Head, Clinical Unit and Head, Mayne Academy to develop their application.**

- **Relevant Head, Mayne Academy to write informative commentary on the application, including the applicant’s research and their contribution to the profession and discipline.**

- **Applicant to attend a pre-submission meeting with the relevant Director, Clinical School and Dean, Medical School.**

- **Application endorsed for submission**
  - Applicant to submit final application & documentation online.

**Promotions Committee Workflow Example**
(Medical School ATH Application for Promotion to Level E)

- **Applicant proceeds to interview with Promotions Committee.**

  - **Successful**
    - Committee Chair to email all Heads, Clinical Units, Heads, Mayne Academies, Directors, Clinical Schools and Dean, Medical School to notify them of the successful conferral (once official).

  - **Unsuccessful**
    - Applicant, the Dean, Medical School, plus relevant Director, Clinical School, Head, Mayne Academy and Head, Clinical Unit given advice / feedback by the A/Dean Strategic Development.

- **'Congratulations article to be published in Faculty magazine of successful Professors promotions and via the Medical School Update.**
Case for Conferral Advice for Applicants (2-3 page cover letter)

- Applicants should consider their contributions in light of UQ’s Strategic Plan and the UQ Values.
- The Committee will be looking for a clear, well thought out and well written application (make it easy for the Committee to find the evidence to show they have met each of the relevant domains of the performance criteria).
- Cases for conferral need to demonstrate impact and a clear trajectory and goals (beyond the applicant’s potential promotion).
- The Committee will consider application relative to opportunity factors and impact:
  - Discipline norms
  - Employment status (fractional appointment)
  - Periods of extended leave, e.g., carer’s leave
  - Personal circumstances (if known).
- Remember that the onus is on the applicant to make their case.

CV/Academic Portfolio Advice for Applicants

- CVs should be updated and follow the content guidance provided (including how to best display publications given their particular discipline and contributions to it – noting the Case for Conferral may highlight some of these).
- Under developed CVs send the message that the applicants do not understand the application process requirements.
Applying for an Academic Title

Online applications include:
- Requested Title Level (see eligibility level criteria)
- Qualifications
- Employment details
- Current contributions to Research and Teaching at UQ
- Other UQ engagement
- CV (via preferred template)
- ORCID Account

Further Information:
https://medicine.uq.edu.au/academic-title-holders
Contact: Joanne Cignoli
med.academictitles@uq.edu.au

Interview Advice for Applicants

- Should expect that each domain will be explored (e.g. Teaching, Research, Supervision & Researcher Development, and Citizenship & Service).
- The need to articulate their International reputation.
- Know the benefits to the applicant and University of a successful promotion.
- Have an understanding of, and alignment with, the UQ values (e.g. Creativity, Excellence, Truth, Integrity, Courage, and Respect & Inclusivity) as these guide our behaviour and are the foundation for UQ’s culture.
What happens at the interview?

Applicants are required to:

- Often state their case for promotion through a 5 minute précis (no slides) – Level D & E
- Explain their achievements and impact in easily understood terms
- Highlight key areas and themes that underpin their work; how/where they sit in the big picture
- Provide clarification on any performance relative to opportunity factors and their effect
- Respond to questions seeking clarification or additional information regarding their application.

General Observation and Advice for Applicants

- Each application is reviewed and discussed in detail.
- Each application is assessed on its merit (no formula and no quota applied).
- There is no need for applicants to be paranoid or defensive about the process - the committee is not trying to find ways not to promote applicants.
- All domains are important.
- The importance of the citizenship & service domain should not be underestimated.
- Remember it is a UQ promotion – therefore applicants should know what is happening in UQ.
- Applicants should consider their contributions in light of UQ’s Strategic Plan and the UQ Values.
I want to know more…

- Applying for Academic Title Holder status (ATH information)
- Boosting your online profile (UQ Researchers)
- Finding research funding opportunities (UQ Pivot-RP)
- Advertising student research projects (Student Research Portal)
- Recruiting and supervising HDR students (Grad School)
- Philanthropy and donations (Advancement)
- Ethics, compliance and integrity (Ethics office)
- Publishing and demonstrating impact (UQ Library)
- Managing research data (UQ Library)
- UQ facilities (Research Infrastructure)
- Translational pathways (UniQuest)
- Early- and Mid-Career Research networks (EMCRs)
- Research management support (read more)
- Statistical analysis and project support (RASSS/QCIF)

Questions
Advice

Plan ahead.
Be proactive in ensuring you cover all areas.

Assess the complete picture.
Any (important) pieces missing?
Timing matters. Sometimes wise to wait. Listen to advice.

Upward trajectory? Not a lifetime achievement award.
The role of Professor at The University of Queensland (UQ) signifies an international reputation for academic excellence and leadership and a promise for significant future leadership.

Since last promotion?
Achievement since last appointment / promotion.
Teaching, research, supervision and researcher development, and citizenship and service.

Key words: Leadership. Outstanding.

First impressions matter – Craft your Case of Conferral for Promotion to perfection.
Must be understood by a broad audience.
Service.
But what type?

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Relative to opportunity

Applications are considered relative to opportunity. For example,

- Discipline norms
- Employment status (full-time, part-time)
- Clinical responsibilities
- Periods of extended leave, e.g., carer’s leave
- Personal circumstances (if disclosed)
- Workplace location (e.g., remote sites)
- Impact of weather events (e.g., floods)
- Impact of COVID-19

Focus on the impact(s) the situation has had on your opportunities related to performance
Advice

- Familiarise yourself with the criteria of academic performance.
- Write about the impact of your work, not just what you did.
- Get feedback on your promotion strategy and readiness.
- Seek advice from your HoS / ID / mentor.
- Think carefully about the timing.

- Consider your contributions considering UQ’s Strategic Plan and the UQ Values.
- Make it easy for the Committee to find the evidence that you have met each of the relevant domains of the performance criteria
- Seek feedback on your application before submitting.
- Request a mock interview in your Unit.
- Make sure your CV is up-to-date

Thank you