Faculty Promotions Report

# 1st September 2019 – 31st August 2020

Contents

INTRODUCTION

The purpose of this report is to provide an update on the Faculty Promotion process. Section A reports the statistics for the period 1st September 2019 – 31st August 2020. As the Faculty Promotions rolling process has been in place for four years, cumulative figures are also included in Section B. Raw data for percentage figures reported on is contained in Appendix I.

The membership of the Faculty Promotions Committee is outlined in Appendix II and a list of successful candidates during 2019/2020 is contained in Appendix III.

SECTION A – OUTCOME OF APPLICATIONS FOR PROMOTION (1st September 2019 – 31st August 2020)

63 applications for promotion were assessed by the Faculty Promotions Committee[1] during the period 1st September 2019 – 31st August 2020. 29 applications were received from female candidates and 34 applications were received from male candidates.

1.1   Percentage of Total Applications by Gender
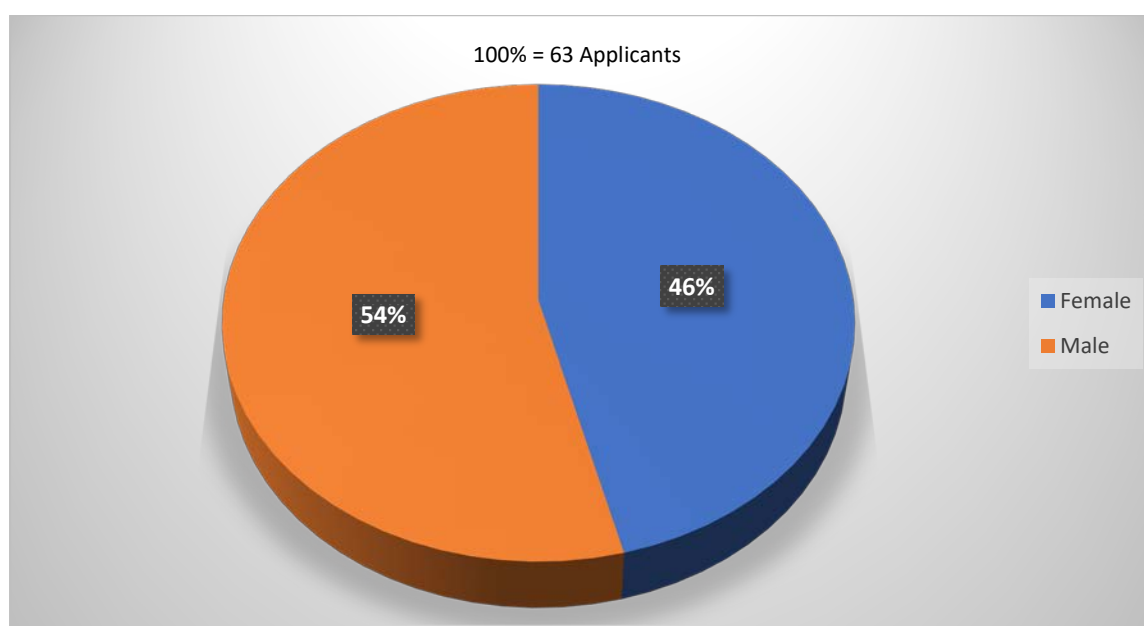
Fig. 1: Percentage of total applications for promotion (2019-20) by gender

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[1] Applications are submitted to HR by each candidate and for the attention of the Faculty Promotions Committee once commentaries are completed by Head of School and College Principal, and External Assessor details have been provided.

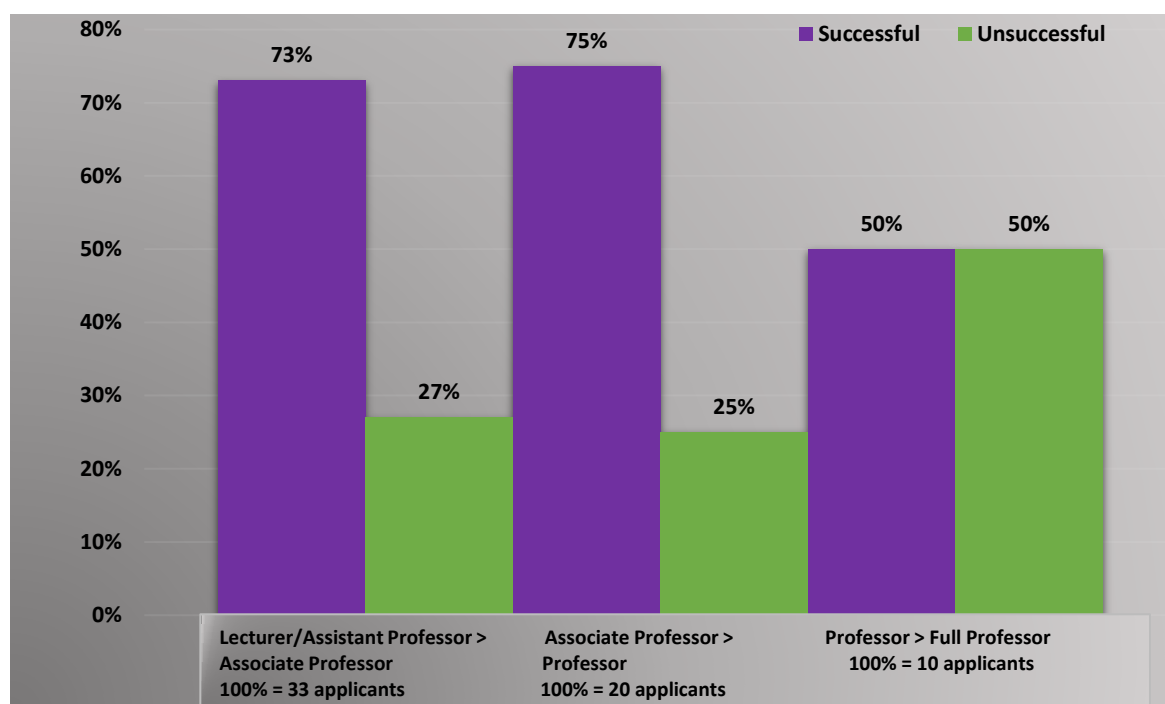## 1.2   Percentage of Applications by Decision and Grade

Fig. 2: Percentage of applications for promotion (2019-20) by decision and grade

1.3   GEAP Targets[2]

The **Gender Equality Action Plan (GEAP)** introduced the following gender equality targets in promotion, with the measure being at least in proportion to the number of women at the grade below (cascade model) which is to be monitored on an annual basis. The GEAP targets for 2019-2020 along with the percentage of actual promotions for female faculty using the cascade model are as follows:

	Promotion from Lecturer/Assistant Professor > Associate Professor	Promotion from Associate Professor > Professor	Promotion from Professor >Full Professor
GEAP Target	49.7%	41%	30%
Upper limit of Female Promoted candidates, 2019/2020[3]	30.3%	70%	50%
Percentage of Female Promoted candidates, 2019/2020	37.5%	80%	40%

Fig. 3: GEAP targets for promotion to different grades, 2019-2020[i]

Figure 3 above illustrates that the GEAP target was achieved at the two senior levels but not achieved at the first level of promotion from Lecturer/Assistant Professor to Associate Professor. However, it is

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[2] GEAP Targets are set annually by taking the total number of female faculty and dividing by the total number of faculty at each level using the data from the HEA Returns on 1st September (2019 for this report).

[3] Assumes that all female applicants would have been promoted.

important to note that only 10 applications for promotion from LAP to Associate Professor were received from female faculty, which means that the GEAP target could not have been achieved even if all female applicants had been promoted: if all female applicants had been promoted, this indicates the upper limit of female promoted candidates, i.e., 10/33=30.3%. This is further evidenced by the absolute numbers and success rates indicated in Figures 4 and 5 below.

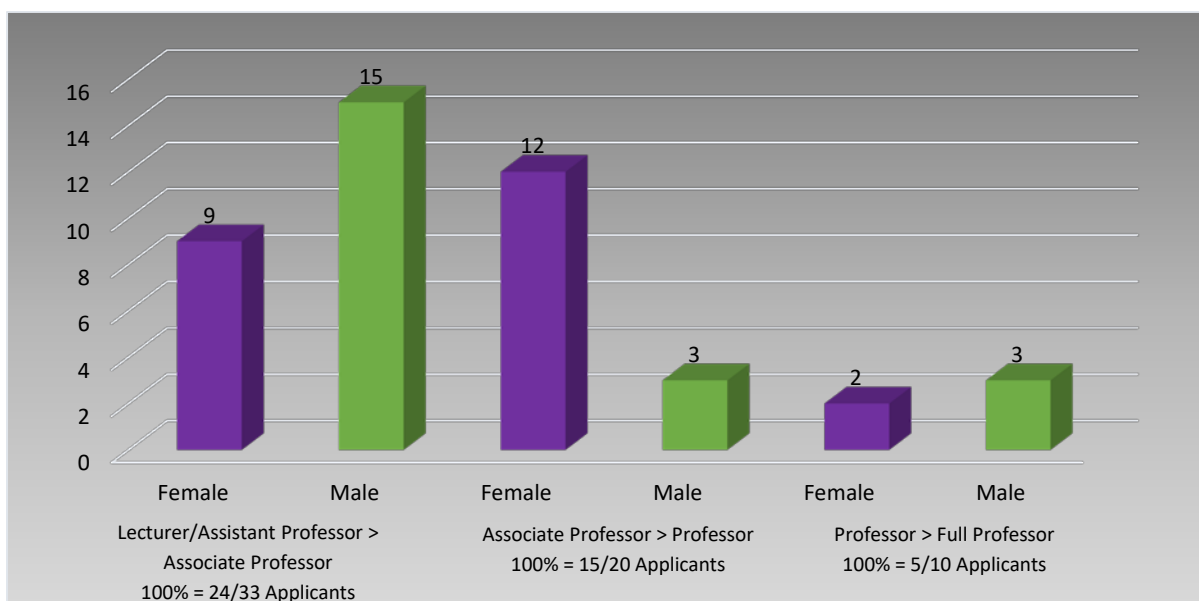## 1.4   Number of Promoted Candidates by Gender and Grade

Fig. 4: Number of promoted candidates to each grade by gender (2019-20)

1.5   Success Rate by Gender and Grade
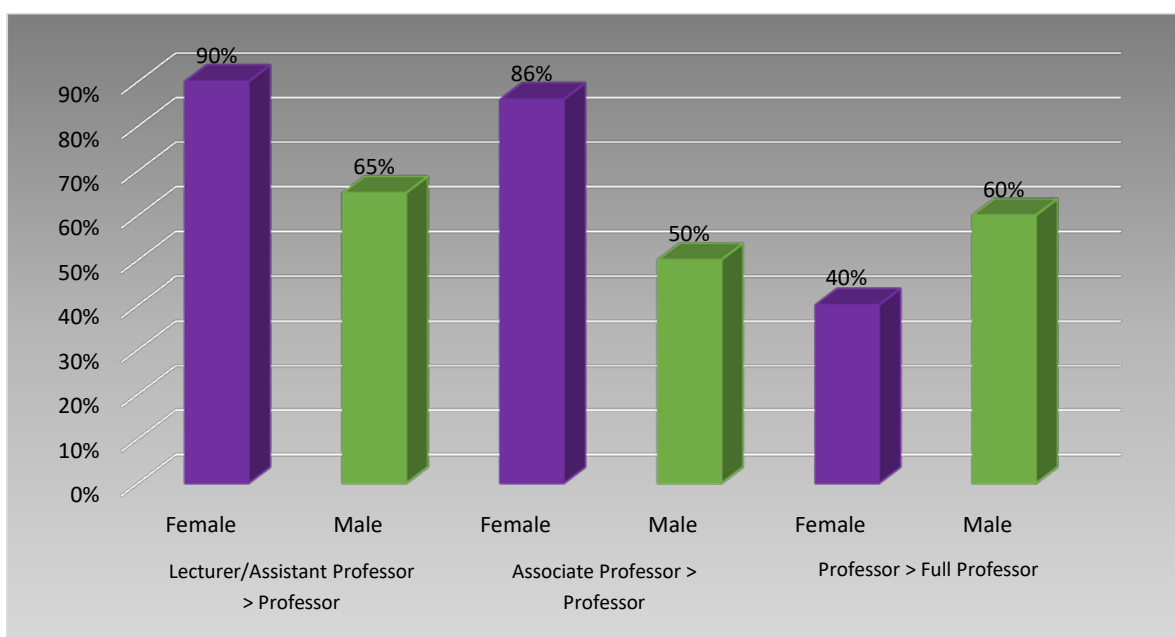
Fig. 5: Promotion success rates by gender and grade, 2019-20

1.6   Total Number of Applications Received by College and Grade
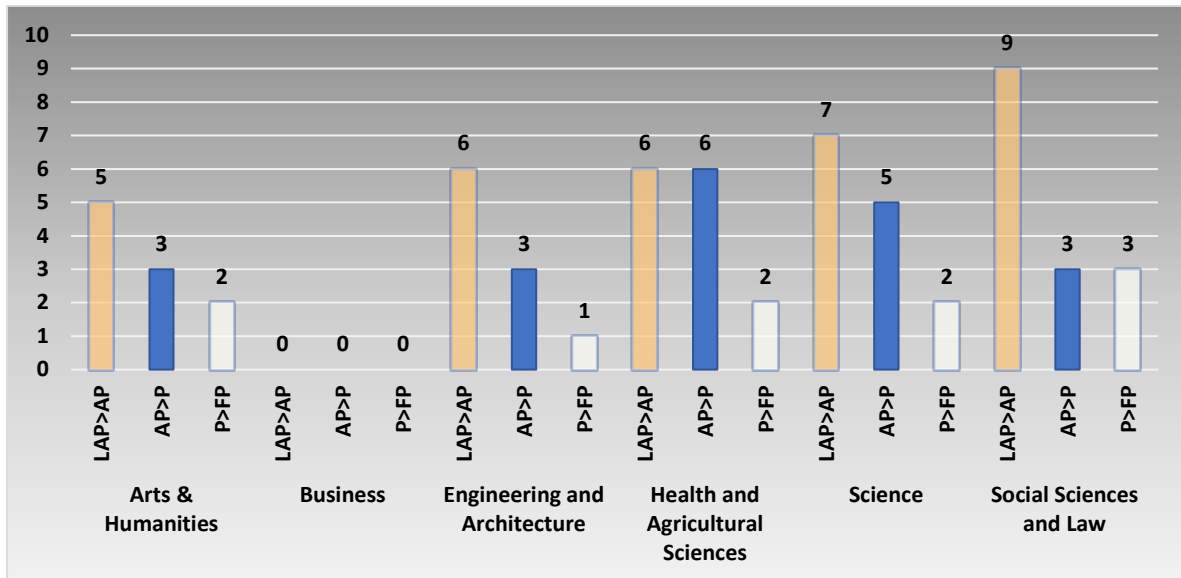
Fig. 6: Applications received from each College by grade, 2019-20

There were no applications from the College of Business in the academic year 2019 - 2020. Both the College of Arts and Humanities and the College of Engineering and Architecture had 10 applications. The Colleges of Health and Agricultural Sciences and the College of Science both had 14 applications with the College of Social Sciences and Law having the highest number of applications (15). Considering the number of faculty eligible to apply for promotion across the entire university, this corresponds to an overall application rate of 7.0% within this single academic year. In proportional terms, these numbers of applications correspond to 8.3% (=10/121) for the College of Arts & Humanities, 9.4% (=10/106) for Engineering & Architecture, 5.2% (=14/269) for Health & Agricultural Sciences, 7.8% (=14/179), and 8.7% (=15/173) for the College of Social Sciences & Law.

1.7   Total Applications by Age and Grade

Fig. 7: Percentage of total applications to each grade, by age bands, 2019-20

The distribution of age profiles for those applying for promotion is as might be expected. Those aged 30-49 comprise the largest proportion of individuals applying for promotion to both the Associate Professor and Professor grades, while those applying for promotion to Full Professor were predominantly aged 50-59. Perhaps, not unexpectedly, none of those applying for promotion to Associate Professor were older than 59 whilst none of those applying for promotion to Full Professor were younger than 40.
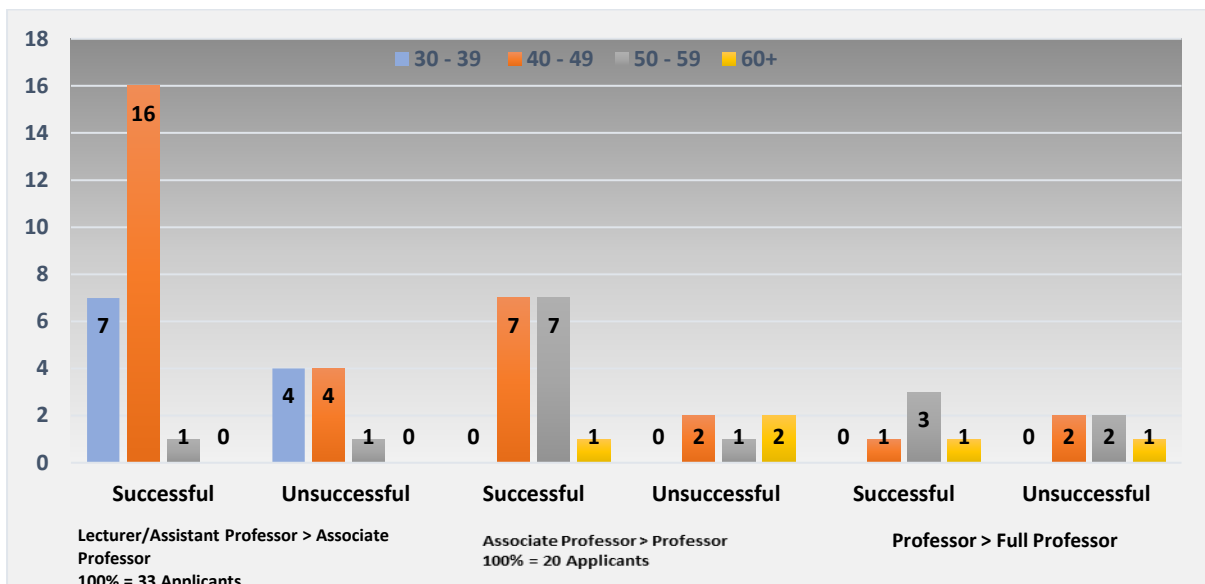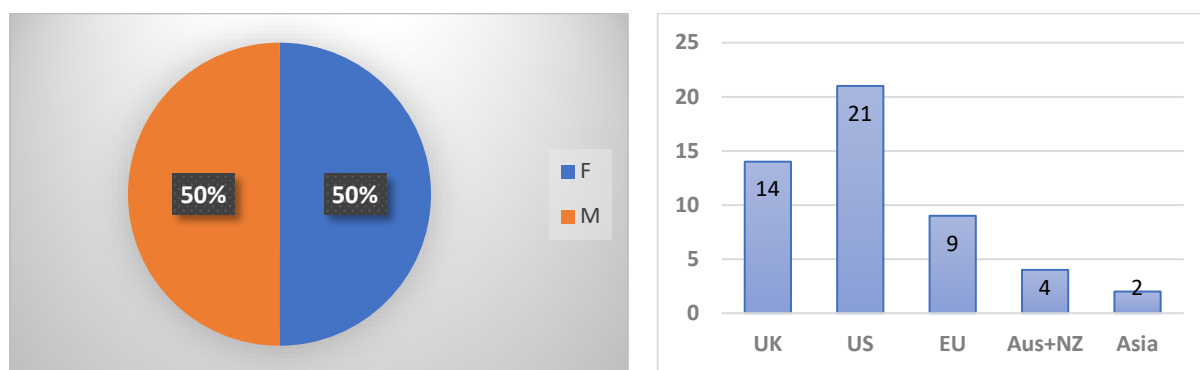
1.8   External Assessor Profile

In total, 47 of the 63 applicants established a prima facie case for promotion during 2019/2020. 241 External Assessors were nominated by candidates and commentators to provide a report across all three levels for promotion. From the long list of external assessor nominations provided by the candidates and commentators, the FPC rank the external assessors while giving due consideration to both assessors' gender and geographical location, in addition to any potential or perceived conflict of interest. The gender and geographical location of those assessors who subsequently provided reports for candidates are outlined below.

1.8.1   Lecturer/Assistant Professor to Associate Professor

25 candidates established a prima facie case for promotion to Associate Professor at a breakdown of 10 female and 15 male. In total 50 reports were obtained from External Assessors; 2 for each candidate. The breakdown of those external assessors:

Fig. 8: *External Assessor Gender and Geographical Profile for Lecturer/Assistant Prof to Associate Prof Applications*

1.8.2   Associate Professor to Professor

17 candidates established a prima facie case for promotion to Professor at a breakdown of 13 female to 4 male. In total 51 reports were obtained from External Assessors; 3 for each candidate. The breakdown of those external assessors is as follows:

Fig. 9: External Assessor Gender and Geographical Profile for Associate Prof to Prof Applications

1.8.3   Professor to Full Professor
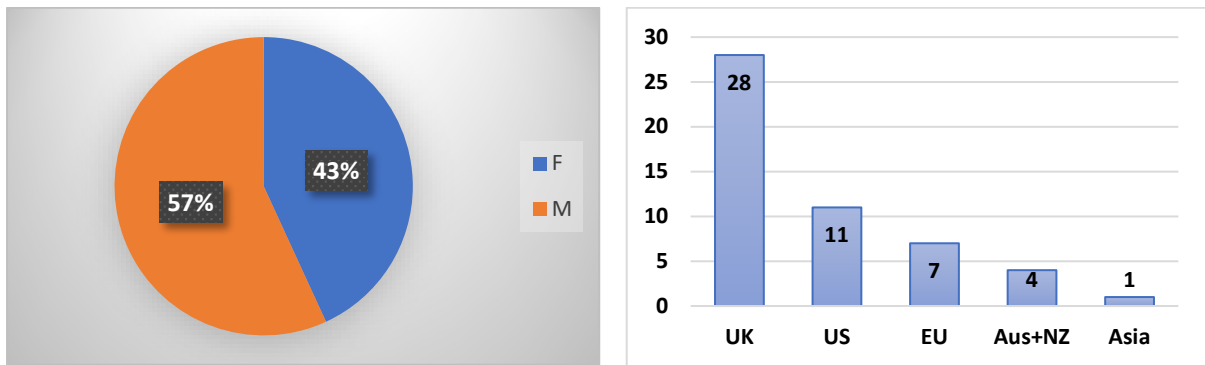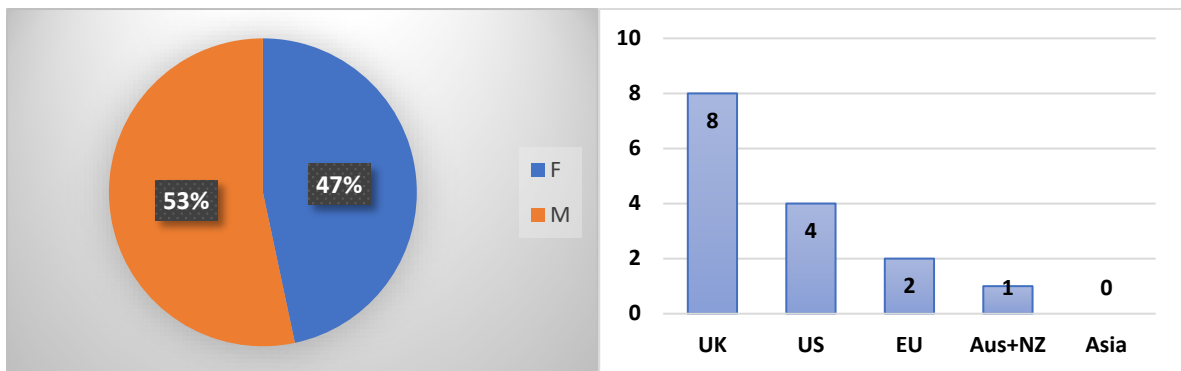
5 candidates established a prima facie case for promotion to Full Professor at a breakdown of 2 female to 3 male. In total 15 reports were obtained from External Assessors; 3 for each candidate. The breakdown of those external assessors who provided reports is as follows:

Fig. 10: External Assessor Gender and Geographical Profile for Prof to Full Prof Applications

SECTION B – CUMULATIVE STATISTICS 18th MAY 2016 TO 31st AUGUST 2020

270 applications have been fully assessed by the Faculty Promotions Committee over the past 4 years. The breakdown of the applications and the success rate is captured below.

2.1   Success Rate by Gender and Promotion Pathway

No. of applications Lecturer/ Assistant Professor to Associate Professor		No. of applications Associate Professor to Professor		No. of applications from Prof to Full Professor		Total applications		Totals	
Female	Male	Female	Male	Female	Male	Female	Male		
71	82	37	47	13	20	121	149	270	

Successful applications Lecturer/ Assistant Professor to Associate Professor		Successful applications Associate Professor to Professor		Successful applications from Prof to Full Professor		Total successes		Totals	
Female	Male	Female	Male	Female	Male	Female	Male		
52	55	30	33	6	15	88	103	191	Numbers
73%	67%	81%	70%	46%	75%	73%	69%	71%	Success Rate

Fig. 11: *Number of total applications, successful applications and success rate by gender for promotion (2016-20) across the entire university.*

The overall success rate for promotion is approximately 71%. The success rate for female (73%) applicants is slightly higher than the success rate for male (69%) applicants.

A slightly higher number of male applicants have applied for a first stage promotion (LAP to AP); however, the percentage of female applicants being successful was slightly higher (73% Vs 67%).

A similar trend has emerged at the second stage promotion (AP to P); again with a higher success rate for female applicants (81% Vs 70%).

The small number of female faculty at the Professor grade is likely the primary reason for only eleven of these individuals seeking promotion to the Full Professor grade. Two of these individuals applied twice, which corresponds to the total of 13 applications for promotion to Full Professor from female faculty indicated in Fig. 11. 46% of these 13 applications were successful whilst 75% of the corresponding male applications were successful. In terms of female individuals applying for promotion, these eleven individuals correspond to 55% success.

2.2   Success Rate by College

Number of applications								
	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	**Totals**	
Male	13	3	25	29	39	40	**149**	Numbers
Female	27	7	5	33	16	33	**121**	
Total	**40**	**10**	**30**	**62**	**55**	**73**	**270**	

Successful applications								
	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	**Totals**	
Male	8	1	16	20	26	32	**103**	Numbers
Female	19	3	5	23	14	24	**88**	
Total	**27**	**4**	**21**	**43**	**40**	**56**	**191**	

	A&H	B	E&A	H&AS	S	SS&L	Totals	
Male %	62%	33%	64%	69%	67%	80%	69%	% Success Rate
Female %	70%	43%	100%	70%	88%	73%	73%	
Total %	68%	40%	70%	69%	73%	77%	71%	

Fig. 12a: Number of total applications and successful applications for promotion (2016-20) for each of the six colleges within the university.

2.3   Application Rate by College

Total Applicants by College								
	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	**Totals**	
Male	13	3	25	29	39	40	**149**	Numbers
Female	27	7	5	33	16	33	**121**	
Total	**40**	**10**	**30**	**62**	**55**	**73**	**270**	
Total number of faculty excluding Full Professor								
Male	60	46	106	123	161	101	597	Numbers
Female	72	28	28	192	65	111	496	
Total	**132**	**74**	**134**	**315**	**226**	**212**	**1093**	
Percentage of faculty applying								
Male	22%	7%	24%	24%	24%	40%	25%	% Application Rates
Female	38%	25%	18%	17%	25%	30%	24%	
Total	30%	14%	22%	20%	24%	34%	25%	

Fig. 12b: Number of total applications and Total Number of Faculty excluding Full Professors (2016-20) for each of the six colleges within the university. The Percentage of Faculty Applying is also noted.

The average rate of applications for the four year period 2016-19 across the entire university is 25%, and this is essentially similar for male and female applicants. There are some notable exceptions to this. There has been a notably low rate of applications from the College of Business and a high rate of applications from the College of SS&L. The high proportion of female applications from the College of Arts & Humanities may have been influenced by historically low rates of promotion of female faculty in this College.

In respect of the success rate for the same period, the average across the entire university is 71% and this is essentially similar for female and male applicants, albeit slightly higher for female applicants. The significantly lower success rates associated with the College of Business is, again, due to the proportionally small number of applicants. All 100% of the five female applicants from the College of E&A applied successfully for promotion, while 88% of female applicants in the College of Science, and 80% of the male applicants from the College of SS&L also applied successfully for promotion.

2.4   Application Rate by Gender and Promotion Pathway

	Lecturer/ Assistant Professor	Associate Professor	Professor	Totals
Total applicants by grade and Gender				
Male	82	47	20	**149**
Female	71	37	13	**121**
Total	**153**	**84**	**33**	270
Total number of Faculty excluding FP				
Male	346	180	71	**597**
Female	351	105	40	**496**
Total	**697**	**285**	**111**	**1093**
Percentage of Faculty applying				
Male	24%	26%	28%	**25%**
Female	20%	35%	33%	**24%**
Total	**22%**	**29%**	**30%**	**25%**

Fig. 13: Number of promotion applications (2016-20) by gender at each level and the number of Faculty at each level. This shows the application rate by gender and grade.

The application rate is broadly similar at the first level of promotion from Lecturer/Assistant Professor to Associate Professor with 24% eligible males applying for promotion over the past four years and 20% females, however, it should be noted that a lower rate of application at the first level will have an impact on the pipeline of candidates at the higher levels.

Interestingly, the female application rate at the two higher levels is higher than that of males, particularly at the second level of promotion from Associate Professor to Professor with an application rate of 35% female candidates applying versus 26% male candidates. At the Full Professor level females are applying at a rate of 33% versus a male rate of 28%.

Section 1.6 provided data on the annualised application rates across the various Colleges: 7% of those eligible to apply in 2019/20 did so, which is similar to the 25% that applied over the cumulative four-year period, as indicated above in Fig. 13. At present, it is not possible to provide promotion data on the time elapsed since a person was either appointed or last promoted. However, it is recognised that such data would be interesting and would establish with certainty whether there is actually a significant difference between the time that male and female applicants wait before choosing to apply for promotion.

Section 1.3 indicated that the 2019 GEAP targets were 50%, 41% and 30% respectively for promotions to the grades of Associate Professor, Professor and Full Professor, whilst the corresponding

percentage of female promotions were 38%, 80% and 40%. The same comparison can be made in respect of the cumulative data corresponding to the period 2016-20. This would indicate that the corresponding GEAP targets (as per Figure 13) would be 50% (= 351/697), 37% (=105/285) and 36% (=40/11). The corresponding percentages of female faculty being promoted, as per Fig. 11, are 49% (=52/107), 48% (=30/63) and 40% (=6/15).
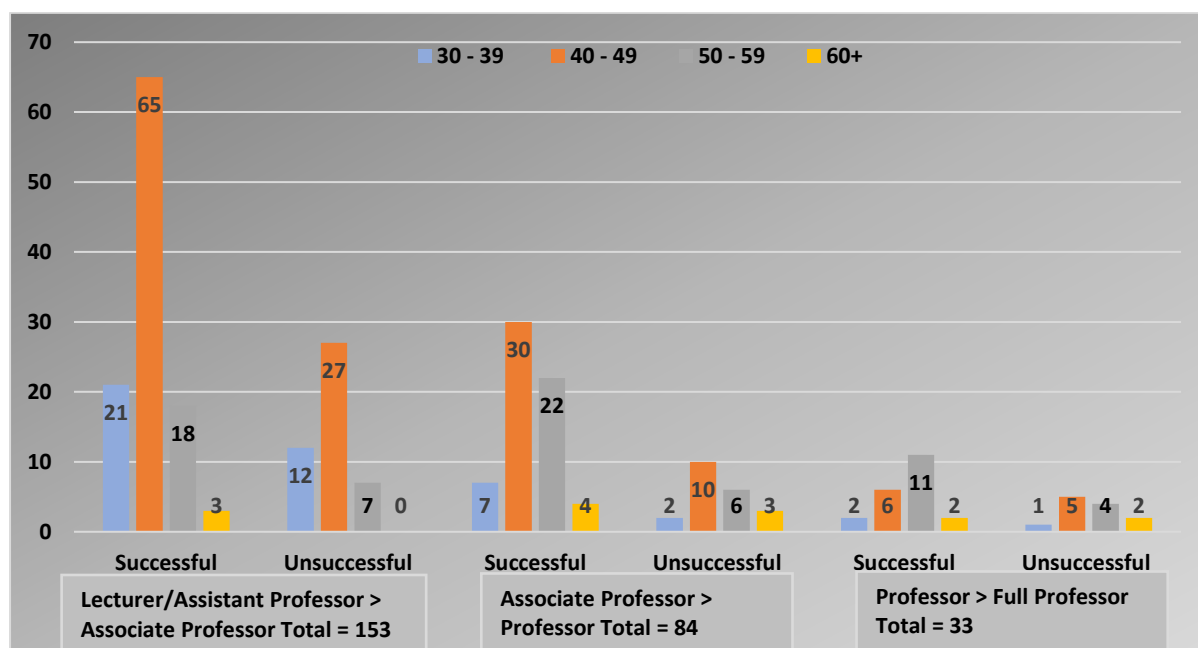
2.5   Applications by Age 2016 - 2020

*Fig. 14* illustrates the age profile of successful and unsuccessful candidates at all levels

Figure 14 demonstrates that, unsurprisingly, the majority of candidates applying for the first level of promotion are between 30 – 49. Those aged between 50 – 59 are applying across all three levels with the majority applying from Associate Professor to Professor. The 14 candidates aged 60+ have featured in each age bracket.

2.6   Nationality

The profile of eligible faculty and applications by nationality is broken down as follows:

Total Number of Eligible Faculty and Total Number of Applicants
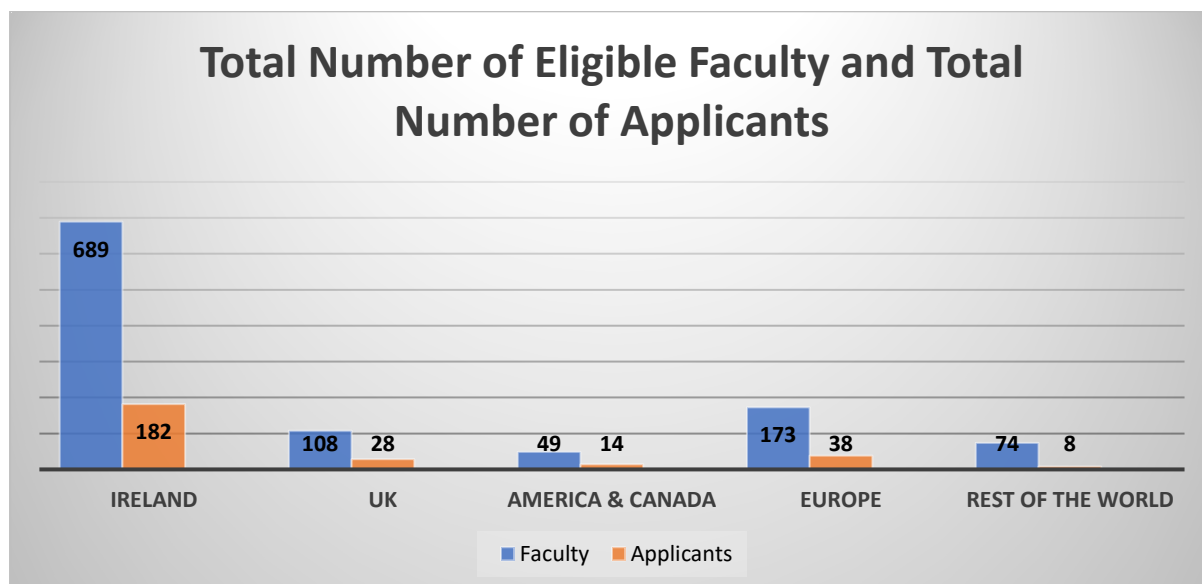
Fig 15 illustrates the nationality profile of faculty, applicants. Note that "Europe" excludes those from Ireland and the UK.

67% of the applications have come from Irish candidates (n=182). This is a significantly larger proportion that the 14% and 10%, respectively, of candidates who are of European (n=38) and UK nationalities (n=28). Those from the US and Canada (5%, n=14) and the rest of the world (3%, n=8) constitute the remaining applicants. This corresponds closely to the nationalities of eligible applicants employed by UCD, i.e., 63% Irish, 16% European (excluding Irish and UK), 10% UK, 4% US and Canadian, and 7% rest of the world.

2.7   Prima Facie Stage

A prima facie case for promotion is established if the candidate provides sufficient evidence, in the round, of meeting the standard required for promotion to the relevant grade. There was a decline in 2018/19 in the number of cases establishing a prima facie case with a slight increase in 2019/2020. The success rate for applications that establish the prima facie case has increased over the past three years with 94% applications that established a prima facie case going on to be successful following external assessment.   The proportions of those candidates establishing a prima facie case but subsequently not being promoted has reduced over past four years, from 13% in 2016-17 to 6% in 2019-20.
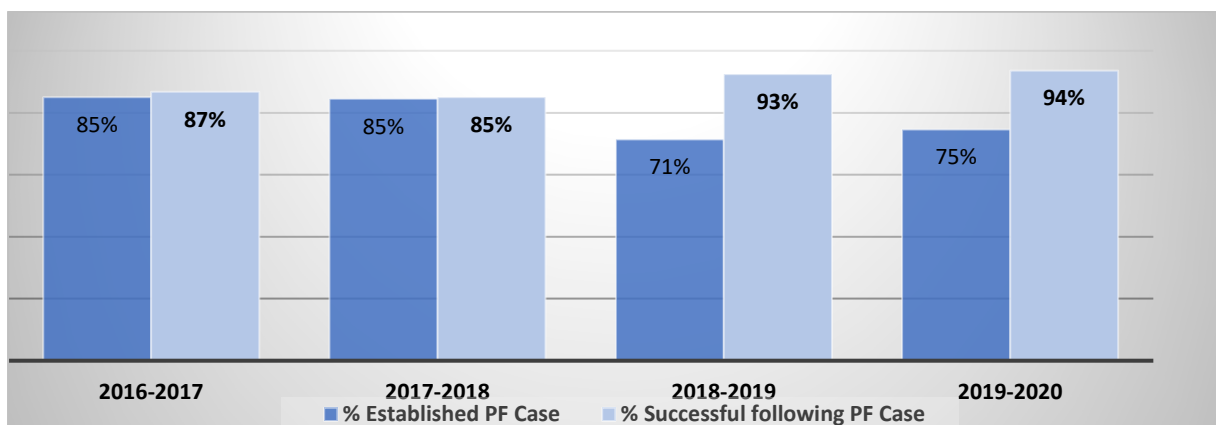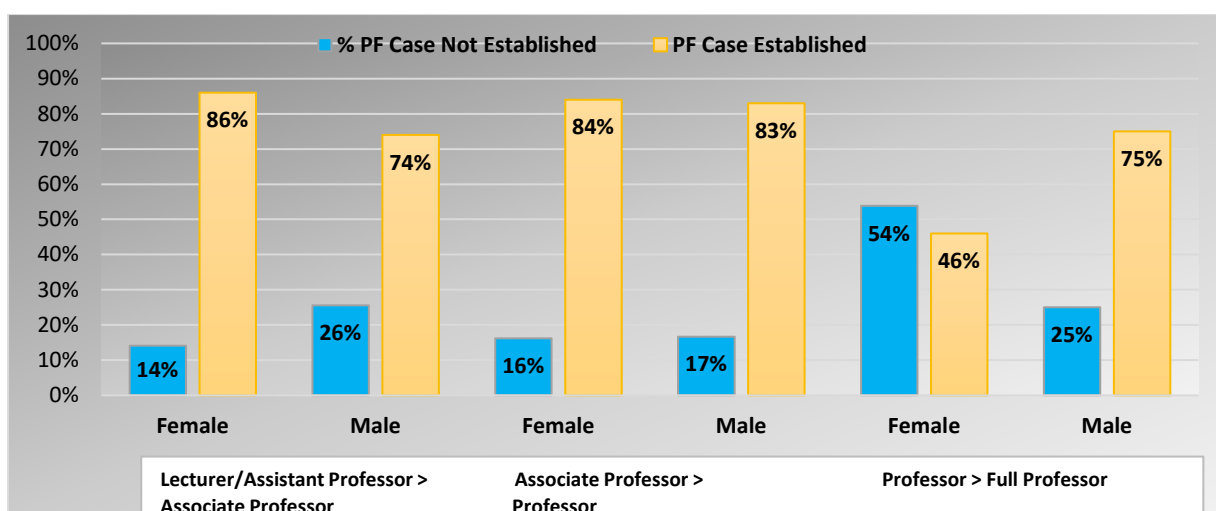
Fig. 16a: Prima facie cases, 2016-20

Fig. 16b: Prima facie cases by gender, 2016-20

2.8   Reapplications

Since the introduction of the rolling process for promotion in 2016 there have been 26 candidates who applied for promotion on more than one occasion. The breakdown is as follows:

- 6 candidates applied successfully for promotion twice within this time period, i.e., they were promoted two grades within four years.
- 11 candidates were unsuccessful in their first application but were successful upon reapplication.
- 1 candidate was unsuccessful on two occasions but successful on their third attempt.
- 2 candidates applied unsuccessfully for promotion on two occasions.
- 6 candidates who were successful in their first application for promotion were unsuccessful when applying subsequently for promotion to the next level.

2.9   Application Processing Time

As of June 2020, the average number of weeks taken to process an application for promotion was 27 weeks from the point of submission to HR to the notification of the outcome of the application. The minimum processing timeframe was 5 weeks (associated with academic retention pathway application) ranging up to 57 weeks. There are several factors why applications vary in terms of processing time:

- Applications submitted in Spring will most likely not be completed until the Autumn noting that the FPC break from meetings in July and August;
- If numerous applications are submitted within a short time frame;
- The time taken to obtain External Assessor reports (no assessor took longer than 7 weeks to return their report);

In 2019/2020 the addition of appeal items to the monthly Work Plans and the significant increase in applications since March 2020 due to Covid-19 have contributed to a backlog of applications in the promotions system.

The average processing time ranges from 25 weeks to 28 weeks at Associate Professor to Professor.
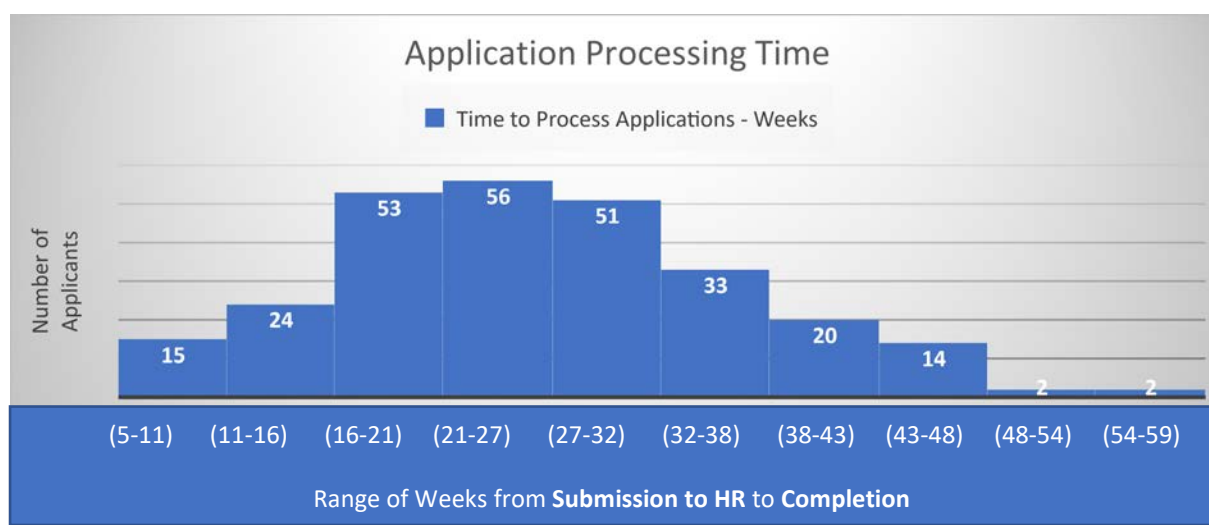
Fig. 17: Application processing times (2016 – 2020)

2.10   Appeals

The Faculty Promotions Appeals Committee (FPAC) commenced its terms of office on 18th February 2019 and is supported by UCD Legal. The FPC had essentially no appeals to consider during the three years 2016-19. It is worth noting that FPC considered a total of 207 applications in this period, i.e., approximately 69 applications per annum (specifically, 80, 71 and 56 in the years 2016/17, 2017/18 and 2018/19). It considered a total of 63 in the year 2019/20. It may be interesting to review this at

the end of the current academic year, in conjunction with the application processing times presented in Section 2.9.

Section 19. VII. of the Faculty Promotions Policy (Appeals) outlines that *"In considering an appeal, the FPAC shall provide the FPC with the opportunity to comment on the appeal."*

To date the FPC has provided commentaries on 16 appeal items.

Six appeals have been referred back to the FPC by the FPAC for the application to be reconsidered.

- The FPC has overturned its original recommendation for <u>one</u> decision and referred the appeal to the President with a recommendation to promote. The President approved the recommendation.
- For the other <u>five</u> appeals, following a full reconsideration of the application and information from the FPAC, the FPC upheld its original decision not to promote. The FPC provided the FPAC with a report outlining the rationale for upholding the original outcome, as required under Section 19. XIII of the Faculty Promotions Policy. The FPAC in turn accepted this and these 5 appeals were unsuccessful.

In addition, the FPAC upheld two appeals which the FPC has since reconsidered and sent back to the FPAC upholding its original decision. At the time of this report, those two appeals are currently with the FPAC.

APPENDIX I – RAW DATA

Total number of applications by decision from 1st September 2019 to 31st August 2020

Decision	Lecturer/Assistant Professor > Associate Professor	Associate Professor > Professor	Professor >Full Professor	Total
Successful	24	15	5	44
Unsuccessful	9	5	5	19
Total	33	20	10	63

Total number of applications by gender from 1st September 2019 to 31st August 2020

Gender	Lecturer/Assistant Professor > Associate Professor	Associate Professor > Professor	Professor >Full Professor	Total
Female	10	14	5	29
Male	23	6	5	34
Total	33	20	10	63

Total Number of successful applications by gender from 1st September 2019 to 31st August 2020

Gender	Lecturer/Assistant Professor > Associate Professor	Associate Professor > Professor	Professor >Full Professor	Total
Female	9	12	2	23
Male	15	3	3	21
Total	24	15	5	44

Prima Facie Data 18th May 2016 to 31st August 2020

	Total Applicants	**Total establish prima facie case**
2016-2017	80	68
2017-2018	71	60
2018-2019	56	40
2019-2020	63	47
Totals	270	215

APPENDIX II – FACULTY PROMOTIONS COMMITTEE 1ST SEPTEMBER 2019 TO 31ST AUGUST 2020

Faculty Promotions Committee Membership	
Professor Mark Rogers, Chair	Registrar and Deputy President
Professor Lorraine Brennan	Health and Agricultural Sciences
Professor Geraldine Butler	Science
Professor Robert Gerwarth	Arts & Humanities
Professor Michael Gilchrist	Engineering & Architecture
Professor Lorraine Hanlon	Science
Professor Alun Jones	Social Sciences and Law
Professor Gerardine Meaney	Arts & Humanities
Professor Tadhg O'Keeffe	Social Sciences and Law
Professor Andrea Prothero	Business

APPENDIX III

SUCCESSFUL PROMOTIONS

1ST SEPTEMBER 2019 TO 31ST AUGUST 2020

Promotion to Full Professor

1. Professor Denis Dowling, School of Mechanical and Materials Engineering
2. Professor John Murphy, School of Computer Science
3. Professor Torres Sweeney, School of Veterinary Medicine
4. Professor Emma Teeling, School of Biology and Environmental Science
5. Professor Wenxin Wang, School of Medicine

Promotion to Professor

1. Associate Professor Catherine Blake, School of Public Health, Physiotherapy and Sports Science
2. Associate Professor Thomas Boland, School of Agricultural and Food Science
3. Associate Professor Dermot Brougham, School of Chemistry
4. Associate Professor Deirdre Campion, School of Veterinary Medicine
5. Associate Professor Anne Drummond, School of Public Health, Physiotherapy and Sports Science
6. Associate Professor Aoife Gowen, School of Biosystems and Food Engineering
7. Associate Professor Suzanne Guerin, School of Psychology
8. Associate Professor Lisa Katz, School of Veterinary Medicine
9. Associate Professor Patricia Maguire, School of Biomolecular and Biomedical Science
10. Associate Professor Eleni Mangina, School of Computer Science
11. Associate Professor Lynda Mulvin, School of Art History and Cultural Policy
12. Associate Professor Louise McHugh, School of Psychology
13. Associate Professor Aine Ni Dhubhain, School of Agriculture and Food Science
14. Associate Professor Emilie Pine, School of English, Drama & Film
15. Associate Professor Paul Rouse, School of History

Promotion Associate Professor

1. Dr Elena Blokhina, School of Electrical and Electronic Engineering
2. Dr Joseph Cohen, School of Philosophy
3. Dr Richard Collins, School of Law
4. Dr Philip Cottrell, School of Art History and Cultural Policy
5. Dr James Cross, School of Politics and International Relations
6. Dr Aude Doody, School of Classics
7. Dr Alexander Dukalskis, School of Politics and International Relations
8. Dr Pavel Gladyshev, School of Computer Science
9. Dr Georgiana Ifrim, School of Computer Science
10. Dr Jorie Lagerway, School of English, Drama and Film
11. Dr Bridget Lynch, School of Agriculture and Food Science

12. Dr James Matthews, School of Public Health, Physiotherapy and Sports Science
13. Dr Brian MacNamee, School of Computer Science
14. Dr Aisling Ní Annaidh, School of Mechanical and Materials Engineering
15. Dr Eoin O'Cearbhaill, School of Mechanical and Materials Engineering
16. Dr David O'Connell, School of Biomolecular and Biomedical Science
17. Dr Vikram Pakrashi, School of Mechanical and Materials Engineering
18. Dr Marie-Luce Paris, School of Law
19. Dr Paul Perry, School of English Drama & Film
20. Dr Aidan Regan, School of Politics and International Relations
21. Dr James Rice, School of Physics
22. Dr Liam Thornton, School of Law
23. Dr Eva Wegner, School of Politics and International Relations
24. Dr Annetta Zintl, School of Veterinary Medicine