Faculty Promotions Report

1st September 2018 – 31st August 2019

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 2018 – 31st August 2019. As the Faculty Promotions rolling process has been in place for three 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.

Section A – OUTCOME OF APPLICATIONS FOR PROMOTION (1st September 2018 – 31st August 2019)

56 applications for promotion were assessed by the Faculty Promotions Committee[1] during the period 1st September 2018 – 31st August 2019. 27 applications were received from female candidates and 29 applications were received from male candidates.

Percentage of Total Applications by Gender
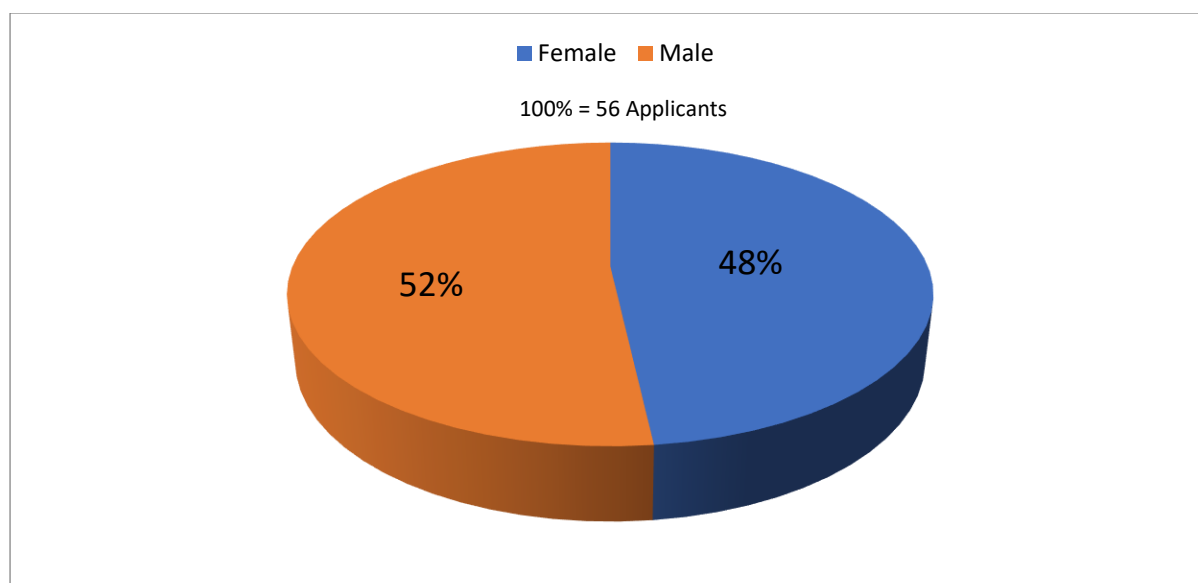
Fig. 1: *Percentage of total applications for promotion (2018-19) by gender*

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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.

Percentage of Applications by Decision and Grade
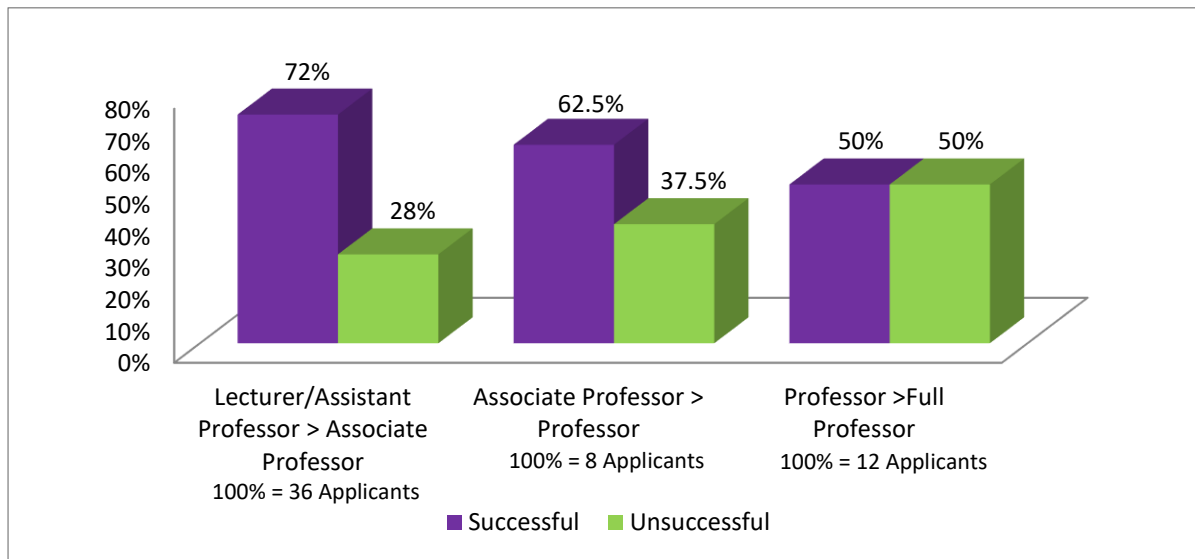
Fig. 2: Percentage of applications for promotion (2018-19) by decision and grade

Percentage of Applications by Gender and Grade

Fig. 3: Percentage of applications for promotion (2018-19) by gender and grade

GEAP Targets

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 2018 along with the percentage of actual promotions for female faculty using the cascade model are as follows:
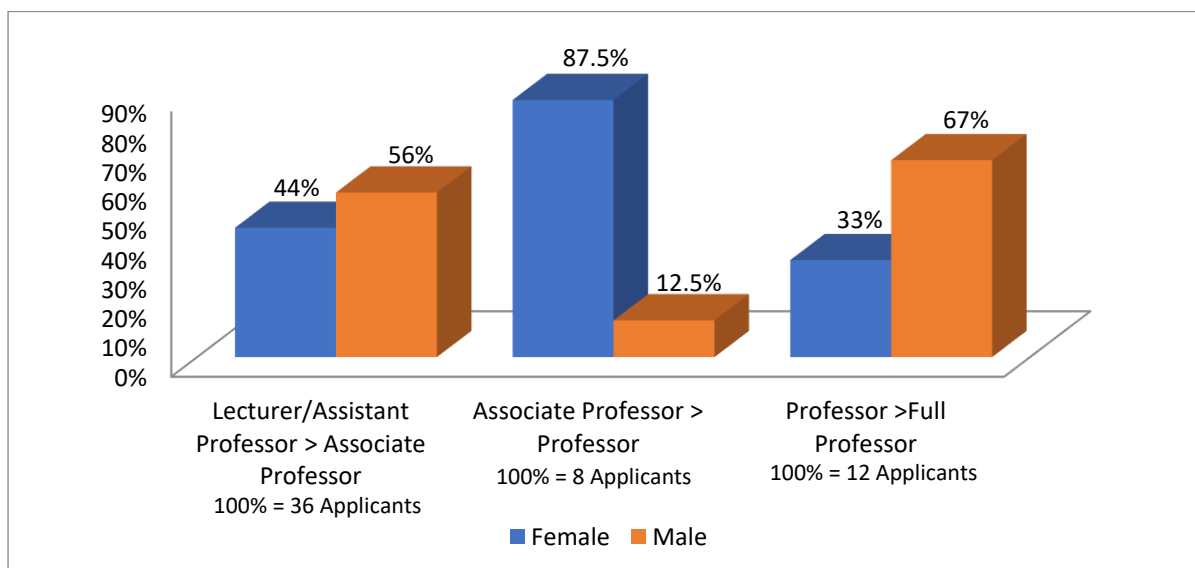
	Promotion from Lecturer/Assistant Professor > Associate Professor	Promotion from Associate Professor > Professor	Promotion from Professor >Full Professor
GEAP Target	49%	42%	30%
Percentage of Promoted Female candidates	46% (12 Applicants)	80% (4 Applicants)	17% (1 Applicant)

Fig. 4: GEAP targets for promotion to different grades, 2018

Percentage of Promoted Candidates by Gender and Grade
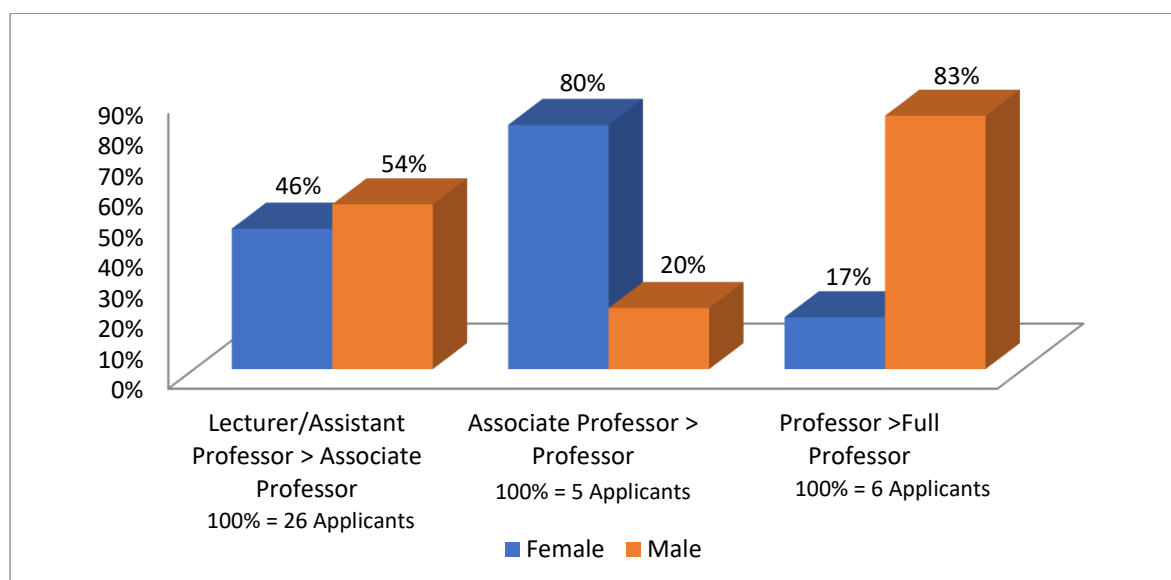
Fig. 5: Percentage of promoted candidates to each grade by gender (2018-19)

Figure 5 above shows that the GEAP target was met from Associate Professor to Professor but not from Lecturer/Assistant Professor to Associate Professor or Professor to Full Professor. A single additional female promotion from Lecturer/Assistant Professor to Associate Professor would have been sufficient to meet the GEAP target for this grade.

Success Rate by Gender and Grade
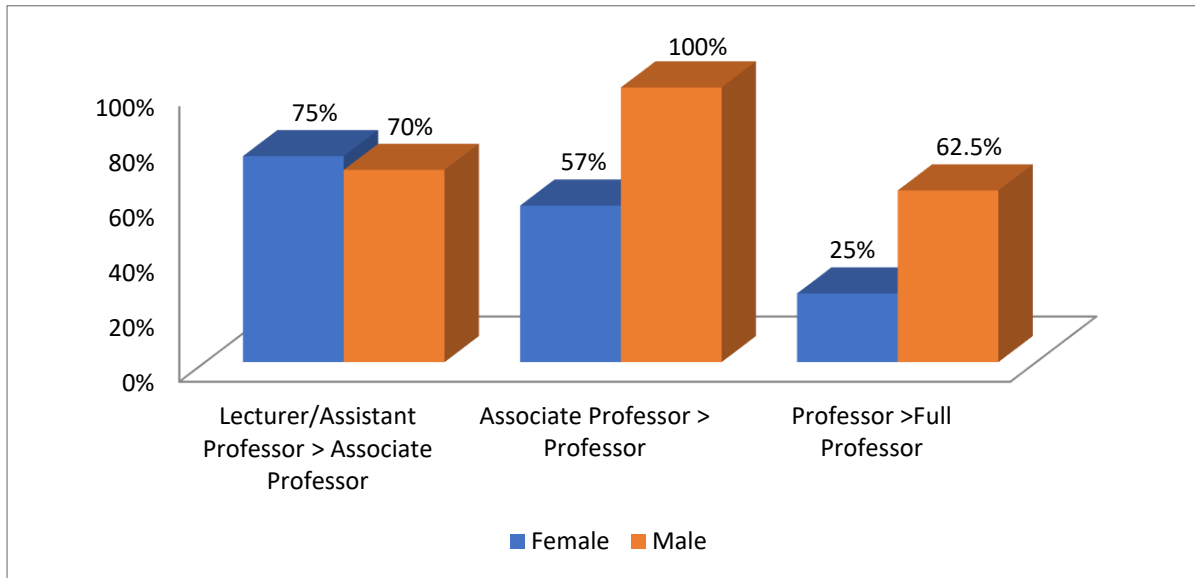
Fig. 6: Promotion success rates by gender and grade, 2018-19

Total Number of Applications Received by College and Grade
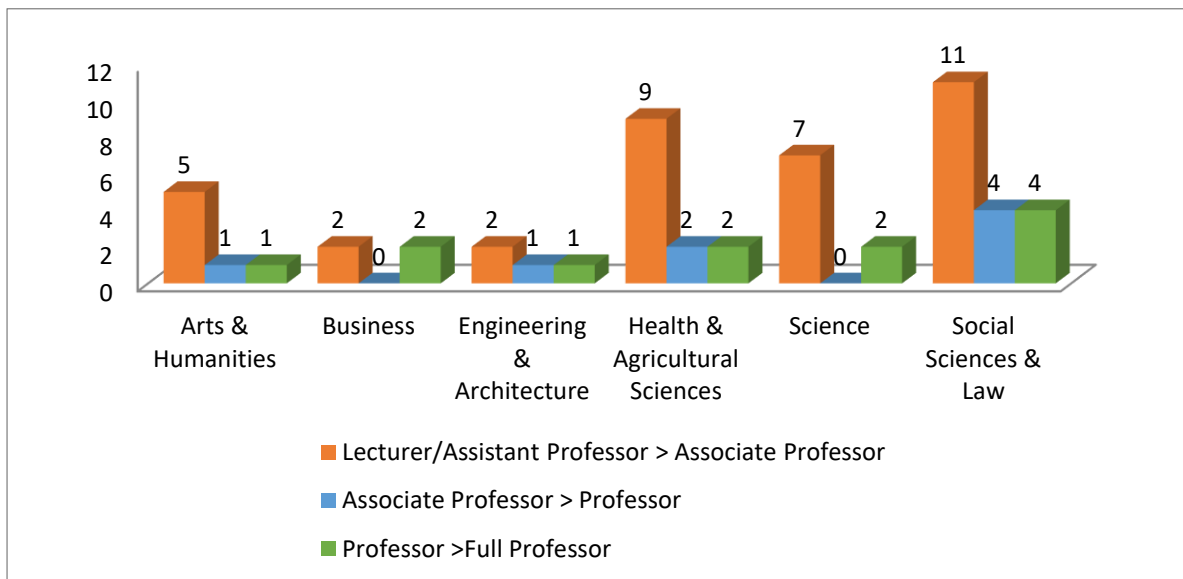
Fig. 7: Applications received from each College by grade, 2018-19

The largest number of applications received came from the College of Social Sciences and Law followed by the College of Health and Agricultural Sciences. The split across STEMM and Arts, Humanities, Social Science and Business (AHSSB) Colleges is relatively even with 30 applications received from AHSSB Colleges and 26 from STEMM Colleges. However, in proportional terms, relative to the number of faculty within these various Colleges, applications from AHSSB Colleges is double that from STEMM Colleges (6.7% Vs 3.5%)

Percentage of Total Applications by Age and Grade
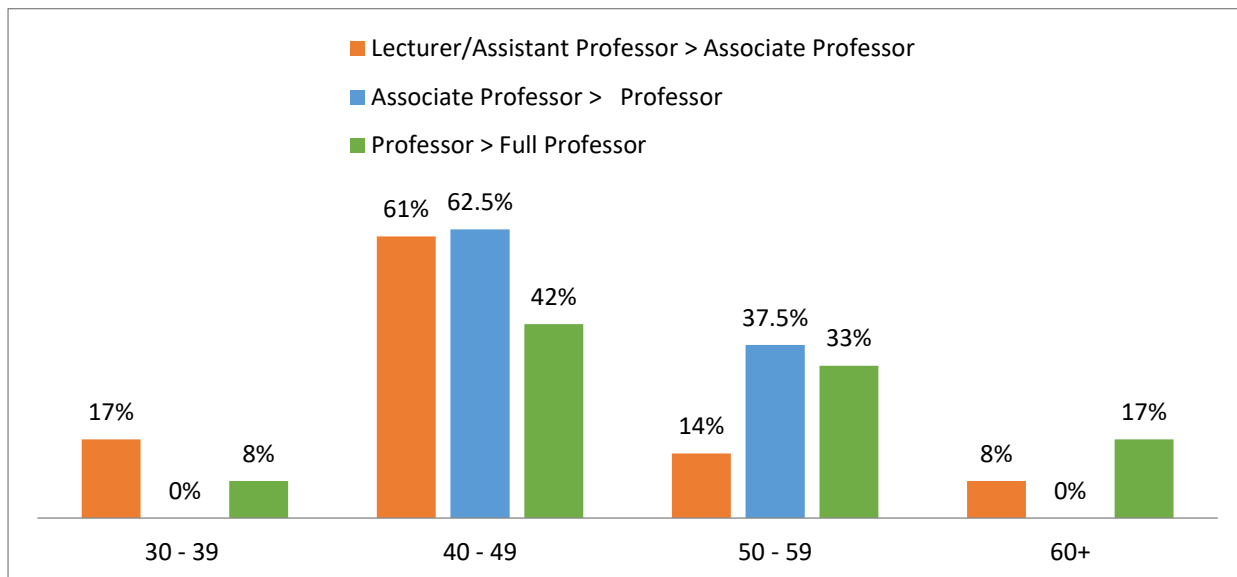
Fig. 8: Percentage of total applications to each grade, by age bands, 2018-19

The distribution of age profiles for those applying for promotion is as might be expected. 17% of those applying for promotion to Associate Professor were aged 30-39. Those aged 40-49 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 40-59. Interestingly, 8% of those applying for promotion to Full Professor were aged 30-39, while 8% of those applying for promotion to Associate Professor were aged 60+.

Percentage of Successful/Unsuccessful Applications by Age and Grade

Fig. 9: Percentage of successful and unsuccessful applications to each grade, by age bands, 2018-19

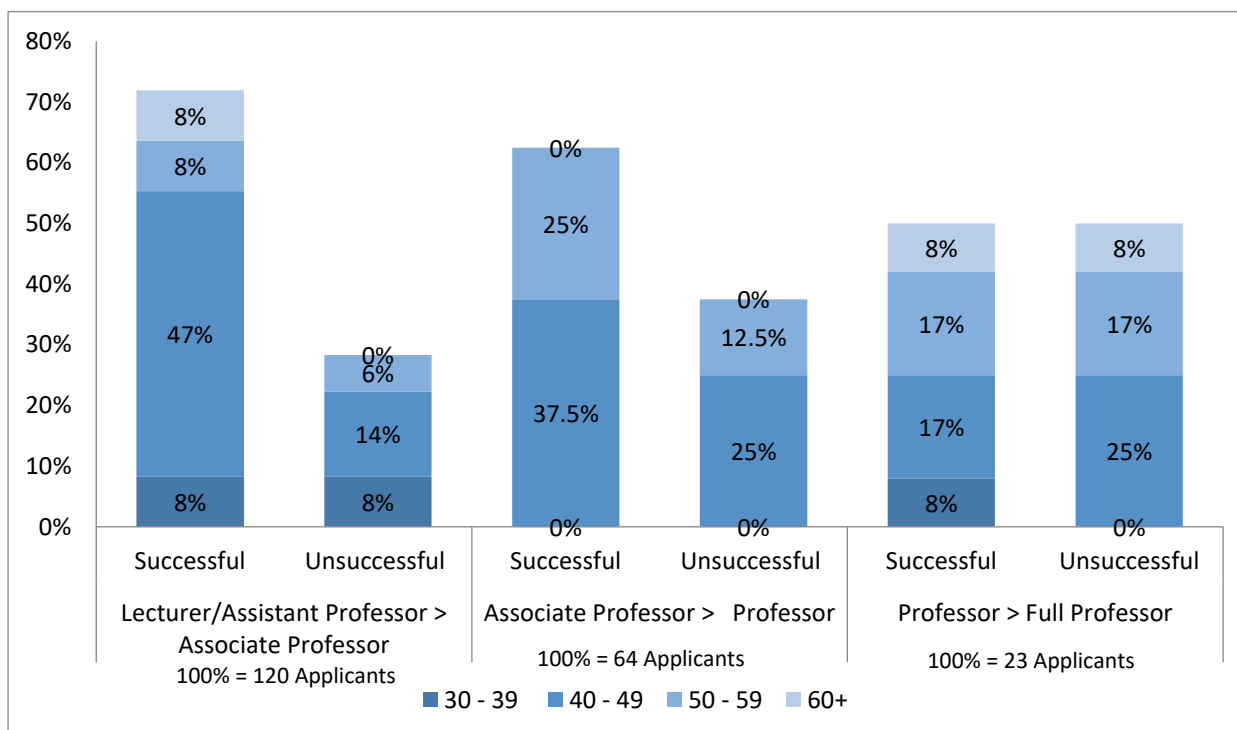Of all those applying for promotion to the Associate Professor grade, 71% were successful and 47% were aged 40-49. Similarly, 62.5% of those applying for promotion to the Professor grade were

successful and 37.5% were aged 40-49. Half of those applying for promotion to Full Professor were successful and the distribution of their corresponding age profiles ranged evenly across all four age bands.

Section B – CUMULATIVE STATISTICS 18th MAY 2016 TO 31st AUGUST 2019

Success Rate by 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	
Male	Female	Male	Female	Male	Female	Male	Female		
59	61	41	23	15	8	115	92	207	Numbers
28.5	29.5	19.8	11.1	7.2	3.9	55.6	44.4	100	% Applicants

Successful applications Lecturer/ Assistant Professor to Associate Professor		Successful applications Associate Professor to Professor		Successful applications from Prof to Full Professor		Total successes		Totals	
Male	Female	Male	Female	Male	Female	Male	Female		
40	43	30	18	12	4	82	65	147	Numbers
67.8	70.5	73.2	78.3	80	50	71.3	70.7	71.0	% Success Rates

Fig. 10: *Number of total applications and successful applications for promotion (2016-19) across the entire university. NOTE: The percentage numbers that are italicised correspond to relatively small absolute numbers (less than 10)[2].*

The overall success rate for promotion is approximately 70%. This is similar for male (71.3%) and female (70.7%) applicants.

Similar numbers of women and men applied for a first stage promotion (LAP to AP); the percentage of women being successful was slightly higher (70.5% Vs 67.8%).

There is a marginally higher success rate for both male and female applicants seeking a second stage promotion (AP to P), i.e., 73.2% and 78.3%, respectively.

The small number of female faculty at the Professor grade is likely the primary reason for only 8 of these individuals seeking promotion to the Full Professor grade. Of those who applied, 50% were successful. 80% of the corresponding male applicants were successfully promoted to Full Professor.

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[2] The inferences that can be made from these percentage numbers are less significant than those based on larger absolute numbers.

Success Rate by College

Number of applications	A&H	B	E&A	H&AS	S	SS&L	Totals	
Male	9	3	17	24	30	32	**115**	Numbers
Female	22	7	2	24	11	26	**92**	
Total	**31**	**10**	**19**	**48**	**41**	**58**	**207**	

Successful applications	A&H	B	E&A	H&AS	S	SS&L	Totals	
Male	5	1	13	17	20	26	**82**	Numbers
Female	15	3	2	15	10	20	**65**	
Total	**20**	**4**	**15**	**32**	**30**	**46**	**147**	

	A&H	B	E&A	H&AS	S	SS&L	Totals	
Male %	*55.5*	*33.3*	76.5	70.8	66.7	81.3	71.3	% Success Rate
Female %	68.2	*42.9*	*100*	62.5	90.9	76.9	70.7	
Total %	64.5	*40*	78.9	66.7	73.2	79.3	71.0	

Fig. 11: Number of total applications and successful applications for promotion (2016-19) for each of the six colleges within the university. NOTE: The percentage numbers that are italicised correspond to relatively small absolute numbers (less than 10).

When data is considered on a College by College basis, it is evident that the proportion of applicants being promoted from the College of SS&L (79.3%) is significantly higher than that from most other Colleges.

The success rate for female applicants is significantly lower than for males in the College of H&AS (62.5% Vs 70.8%, respectively), while it is significantly greater in the College of S (90.9% Vs 66.7%).

Application Rate by College

Number of applications	A&H	B	E&A	H&AS	S	SS&L	Totals	
Male	9	3	17	24	30	32	**115**	Numbers
Female	22	7	2	24	11	26	**92**	
Total	**31**	**10**	**19**	**48**	**41**	**58**	**207**	

Total number of faculty								
Male	65	61	116	168	175	115	700	Numbers
Female	74	35	28	204	57	100	498	
Total	**139**	**96**	**144**	**372**	**232**	**215**	**1198**	

Percentage of faculty applying								
Male	13.8	*4.9*	14.7	14.3	17.1	27.8	16.4	% Application Rates
Female	29.7	*20*	*7.1*	11.8	19.3	26	18.5	
Total	22.3	*10.4*	13.2	12.9	17.7	27.0	17.3	

Fig. 12: Number of promotion applications (2016-19) for each of the six colleges within the university. By considering the total number of male and female faculty in each college, it is possible to establish the percentage of male and female faculty applying for promotion.

The overall application rate across the entire university is broadly similar, i.e., 17.3%, albeit slightly higher for females than males (18.5% Vs 16.4%, respectively).

The College of SS&L has the highest overall application rate, at 27%. The next highest application rate is that of the College of A&H, at 22.3%. These are, respectively, 56% and 29% above the overall application rate across the entire university.

The College of A&H has a skewed application rate, with that for females being more than double that for males (i.e., 29.7% Vs 13.8%). There may be historic reasons for this.

Successful Applications by Age 2016 - 2019
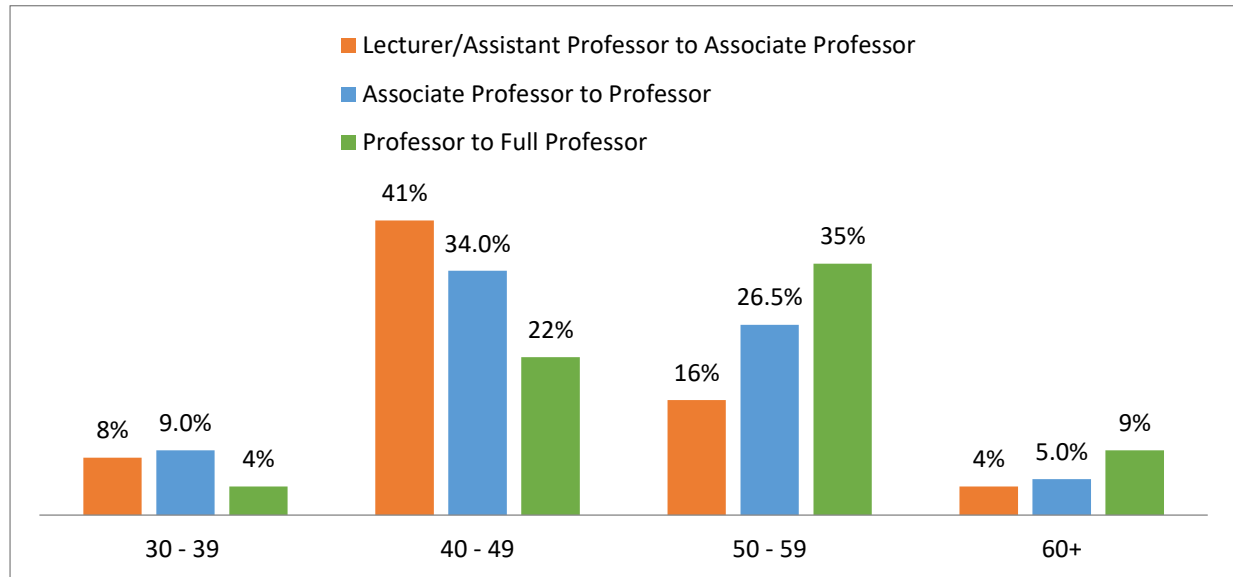
Fig. 13a

Unsuccessful Applications by Age 2016 - 2019
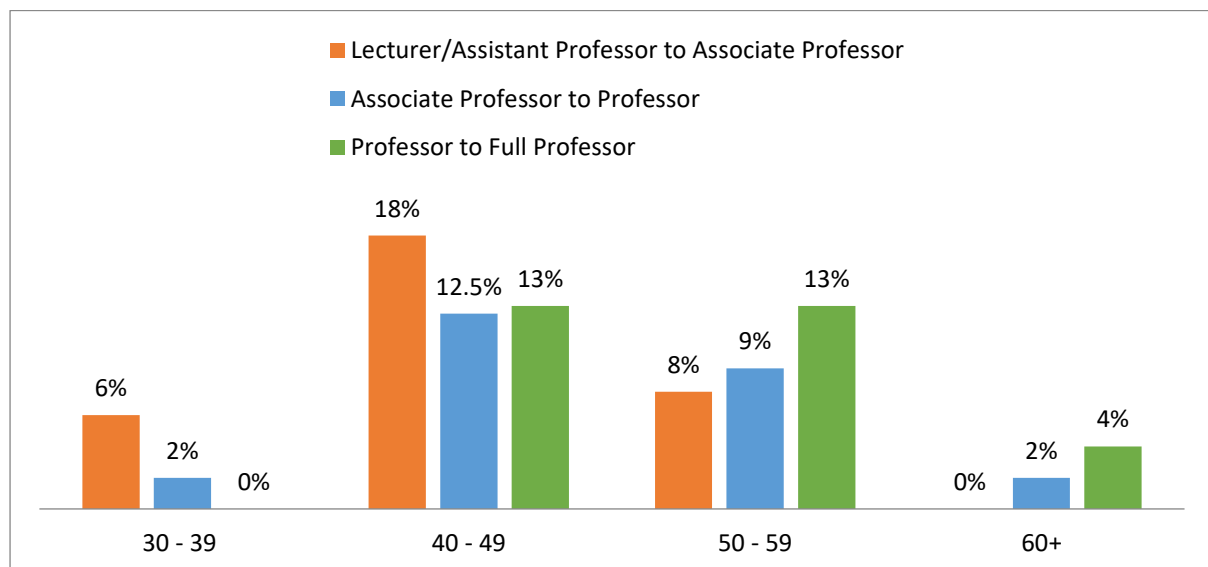
Fig. 13b

These two figures present the cumulative data for the entire period 2016-19 and can be read in conjunction with the annualised data of 2018-19 given above in Figure 9. 69% of those applying for promotion to the Associate Professor grade were successful in this three-year period and 41% were aged 40-49. Similarly, 74.5% of those applying for promotion to the Professor grade were successful and 34% were aged 40-49. 70% of those applying for promotion to Full Professor were successful.

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 has been a decline in 2018/19 in the number of cases establishing a prima facie case. However, the success rate for applications that establish the prima facie case remains high and there was a corresponding increase in 2018/19. The proportions of those candidates establishing a prima facie case but subsequently not being promoted has reduced over past three years, from 13% in 2016-17 to 7.5% in 2018-19.
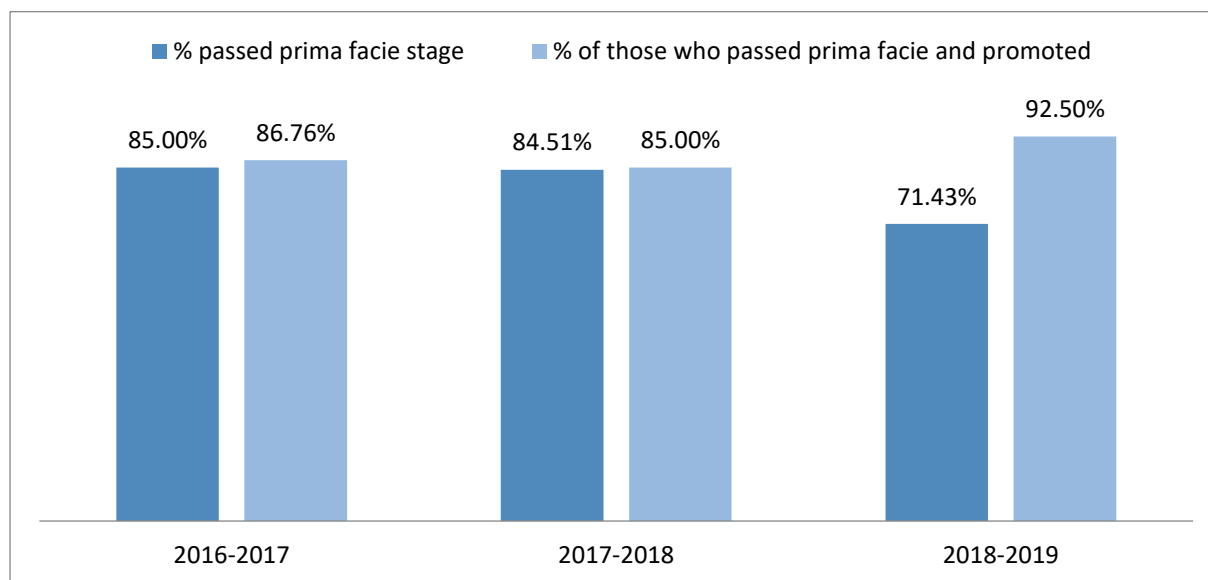

Fig. 14: Prima facie cases, 2016-19

Application Processing Time

As of April 2019, the average number of weeks to process an application for promotion was 28 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 a number of factors why applications vary in terms of processing time including the time of year at which an application is submitted, submission at a peak time and the time taken to obtain External Assessor reports (no assessor took longer than 7 weeks to return their report). The average processing time ranges from 27 weeks at Lecturer/Assistant Professor to Associate Professor to 30 weeks at Professor to Full Professor.

	No.	Time (Average)	Time (Min)	No.
Lecturer/Assistant Professor > Associate Professor	102	27	9	48
Associate Professor > Professor	61	29	5	57
Professor > Full Professor	19	30	7	49
Total	182	28	5	57

Fig. 15: Application processing times

APPENDIX I – RAW DATA

Total number of applications by decision from 1st September 2018 to 31st August 2019

Decision	Lecturer/Assistant Professor > Associate Professor	Associate Professor > Professor	Professor >Full Professor	Total
Successful	26	5	6	37
Unsuccessful	10	3	6	19
Total	36	8	12	56

Total number of applications by gender from 1st September 2018 to 31st August 2019

Gender	Lecturer/Assistant Professor > Associate Professor	Associate Professor > Professor	Professor >Full Professor	Total
Female	16	7	4	27
Male	20	1	8	29
Total	36	8	12	56

Total Number of successful applications by gender from 1st September 2018 to 31st August 2019

Gender	Lecturer/Assistant Professor > Associate Professor	Associate Professor > Professor	Professor >Full Professor	Total
Female	12	4	1	17
Male	14	1	5	20
Total	26	5	6	37

Prima Facie Data 18th May 2016 to 31st August 2019

	Total Applicants	Total establish prima facie case
2016-2017	80	68
2017-2018	71	60
2018-2019	56	40
Totals	207	171

APPENDIX II – FACULTY PROMOTIONS COMMITTEE 1ST SEPTEMBER 2018 TO 31ST AUGUST 2019

Faculty Promotions Committee Membership	
Professor Mark Rogers, Chair	Registrar and Deputy President
Professor Geraldine Butler	Science
Professor Michael Gilchrist	Engineering & Architecture
Professor Alun Jones	Social Sciences and Law
Professor Margaret Kelleher	Arts & Humanities
Professor Grace Mulcahy	Health and Agricultural Sciences
Professor Ian O'Donnell	Social Sciences and Law
Professor Robert Gerwarth	Arts & Humanities
Professor Andrea Prothero	Business
Professor Tadhg O'Keeffe	Social Sciences and Law

APPENDIX III

Successful Promotions

1ST SEPTEMBER 2018 TO 31ST AUGUST 2019

Successful Promotions

1 September 2018 – 31st August 2019

Promotion to Full Professor

1. Full Professor Stephen Daly, School of Earth Sciences
2. Full Professor Lorraine Brennan, School of Agriculture & Food Science
3. Full Professor Brian O'Connor, School of Philosophy
4. Full Professor Eoin Carolan, School of Law
5. Full Professor Kevin O'Connor, School of Biomolecular and Biomedical Science
6. Full Professor David MacHugh, School of Agriculture and Food Science

Promotion to Professor

1. Professor Jessica Bramham, School of Psychology
2. Professor Marie Clarke, School of Education
3. Professor Emmeline Hill, School of Agriculture and Food Science
4. Professor Amanda McCann, School of Medicine
5. Professor Enda Cummins, School of Biosystems and Food Engineering

Promotion Associate Professor

1. Associate Professor Geertje Schuitema, School of Business
2. Associate Professor Ronald Moore, School of Public Health, Physiotherapy and Sports/Sociology
3. Associate Professor Federico Ferretti, School of Geography
4. Associate Professor Susan Rackard, School of Veterinary Medicine
5. Associate Professor Niamh Howlin, School of Law
6. Associate Professor Marie Keenan, School of Social Policy, Social Work & Social Justice
7. Associate Professor Francesco Pilla, School of Architecture, Planning and Environmental Policy
8. Associate Professor David Coyle, School of Computer Science
9. Associate Professor Patrick Gibbons, School of Agriculture & Food Science
10. Associate Professor William Kinsella, School of Education
11. Associate Professor Rebecca Stephenson, School of English, Drama and Film
12. Associate Professor Gillian Pye, School of Languages, Cultures & Linguistics
13. Associate Professor Nigel Brunton, School of Agriculture and Food Science -
14. Associate Professor Siobhan McClean, School of Biomolecular and Biomedical Science
15. Associate Professor Neil Docherty, School of Medicine
16. Associate Professor Jennifer Symonds, School of Education
17. Associate Professor Amanda Fitzgerald, School of Psychology
18. Associate Professor Naonori Kodate, School of Social Policy, Social Work and Social Justice
19. Associate Professor Ciara Greene, School of Psychology
20. Associate Professor Thomas McIntyre, School of Law
21. Associate Professor Eimear Byrne, School of Mathematics and Statistics

22. Associate Professor John O'Sullivan, School of Civil Engineering
23. Associate Professor Caitriona Cunningham, School of Public Health, Physiotherapy and Sports Science
24. Associate Professor Jens Carlsson, School of Biology and Environmental Science
25. Associate Professor Roy Flechner, School of History
26. Associate Professor Mathew Creighton, School of Sociology