

# Academic Promotions 2024

“Are you ready for Academic Promotion”

*Michelle Miller*

*Dean PR*

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*Senior Business Partner – P & C*

*11 April 2024*



# WE ARE ON KAURNA LAND

Flinders University acknowledges the Traditional Owners and Custodians of the lands on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the South East, First Peoples of the River Murray & Mallee region, Jawoyn, Kurna, Larrakia, Ngadjuri, Ngarrindjeri, Ramindjeri, Warumungu, Wardaman and Yolngu people. We honour their Elders past, present and emerging.

Today, over **400 ABORIGINAL AND TORRES STRAIT ISLANDER STUDENTS** are enrolled in courses at Flinders University.



## Session Outline

- 2:30 – Overview: Academic Promotions
- 2:35 – Introduction: Each Panel Member
- 2:45 – Activity: Academic Promotion Template (with support from roving Panel Members & P&C)
- 3:15 – Group Discussion: Gap Analysis and Evidence Gathering/ Next Steps
- 3:20 – Key Dates
- 3:25 – Questions

# Overview: Academic Promotions

- University Information Session with Professor Ray Chan
  - 2 pm - 3 pm Wednesday 3 April 2024, Health Sciences Building, 1.09 Lecture Theatre
  - [Link to watch presentation online](#)
- Review all relevant documents and check your eligibility
  - [Link to Academic Promotions webpage](#)
- CNHS Information Sessions
  - 20/5/24 – Academic Promotions Seminar (T&R & RO)
  - 24/5/24 – Academic Promotions Seminar (TS)
- Discuss applying with your supervisors well in advance
- Seek advice from successful applicants
- Source evidence
  - Sustained high performance at current level
  - Demonstrating capability for next level
- Consider weightings
- Prepare your application
- 2 reports with final ratings for relevant sections
  - Supervisor
  - Dean P&R (Lev B/C); VPED (Lev D/E)
  - Opportunity to respond
- Submit your application

## Panel Members

- Michelle Miller (T & R)
- Craig Phillips (T & R)
- Stacey George (Research)
- Chris Barr (T & R)
- CNHS, People and Culture Team
  - Brett Clarke
  - Jacqui Rosa
  - Kelly Walewicz

## Activity

- Introducing the Academic Promotion Template
- 30 min provided to complete a first draft of the Academic Promotion Template with support from the roving panel members and P & C
- 5 min provided for a group discussion, including gaps analysis, evidence gathering with support from the roving panel members

# T&R: Level C

## Teaching

- Makes significant, wide-ranging, contribution to teaching and the practice of teaching.

*Wide range across undergrad and post grad, including cross-college contributions  
Evidence - Topic Coordinator 2015-2018 for NUTN2622; GRAD9611 and GRAD9821 and taught into these plus HLTH1643 and MMED3940 since 2015.  
Significant as evidenced by sustained contributions over 8 years and the contribution to design, delivery (range of teaching strategies) and evaluation of multiple topics*

- Provides leadership in teaching and the scholarship of teaching at discipline/School level.

*Have led a 2 year teaching project involving 6 colleagues across various disciplines on the topic of integrated, interprofessional case studies with a focus on chronic disease self management. Was successful in receiving a College grant for evaluation, presented outcomes at College Collab and nominated for a VPED award with a draft manuscript currently being prepared for publication in a Q1 Journal.*

*Have undertaken 2 years as Course Coordinator for the Graduate Certificate in Chronic Disease Self Management. Outcomes achieved include: doubling of student load in 2 years, initiated discussions with local health networks to provide free micro credential with articulation into the course and identified input from expertise available across the College.*

## Skill Base & Qualifications

- Completion of a PhD or EdD or equivalent qualification

*Completed a PhD in 2012 at Queensland University of Technology, thesis titled "Impact of an online self-management program for adults newly diagnosed with sleep apnea."  
Also have Post-grad Diploma in Epidemiology from University of Melbourne, 2020.*

## Research and/or Creative Activity

- Makes significant and original high-quality contributions to research and/or creative activity, through activities such as quality publications and external grant acquisitions

*Total publications = 25, 15 of these as senior author and all but one published in a Q1 journal.  
Upward trajectory evident as average publications over the last 3 years have doubled compared to the previous 3 years.  
Accepted invitation for keynote speaker at National Conference for Rural Allied Health.  
Internal research income \$20,000 - not lead investigator but have 3 grants under review where I have built a relevant team with experience to support my future success.*

- Plays a major role or provides a significant degree of leadership in the area of research and/or creative activity.

*Have led my discipline in research as the nominated domain lead for 2 years - under my leadership our staff have received outcomes equivalent to \$60K external funding and 55 publications. Strategies that I have implemented include regular newsletter highlighting relevant opportunities, regular writing workshops, cross disciplinary showcasing of our teams expertise and interest areas, meeting with senior leaders to ensure they are across the expertise of the team.*

## University, Professional & Community Service

- Contributes to administrative activities of the School and/or Faculty

*Member of the People and Infrastructure Committee for 2 years  
Your Voice Working Party Lead for staff wellbeing initiatives - ongoing.  
Equal Opportunity Contact Officer for the College for 3 years.*

- Brings a degree of responsibility and/or leadership to professional activities, within a relevant external professional domain and within a wider community context at local, national or international level which draws upon the staff member's University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University.

*Reviewer for professional accreditation of Universities across Australia - last 10 years*



# RO: Level C

## Research and/or Creative Activity

- Makes significant and original high-quality contributions to research and/or creative activity, through activities such as quality publications and external grant acquisitions

*Total publications = 50, 5 of these as senior author and 50% published in a Q1 journal.  
Upward trajectory evident as average publications over the last 3 years have doubled compared to the previous 3 years.  
Internal research income \$100,000 - not lead investigator but I am trying to build a relevant team with experience to support my future success. No external research income.*

- Plays a major role or provides a significant degree of leadership in the area of research and/or creative activity.

*Mentoring 3 early career researchers, supervising 2 PhD students as co-supervisor with University of Melbourne, member of College Research Quality Committee.*

## Skill Base & Qualifications

- Completion of a PhD or EdD or equivalent qualification

*Completed a PhD in 2012 at Queensland University of Technology, thesis titled "Impact of an online self-management program for adults newly diagnosed with sleep apnoea".  
Also have Post-grad Diploma in Epidemiology from University of Melbourne, 2020.*

## University, Professional & Community Service

- Contributes to administrative activities of the School and/or Faculty

*Member of the People and Infrastructure Committee for 2 years*

- Brings a degree of responsibility and/or leadership to professional activities, within a relevant external professional domain and within a wider community context at local, national or international level which draws upon the staff member's University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University.

*Reviewer for average of 6 papers per year for Q1 journals.  
Invited grant assessment panel for local health network funding round for last 3 years.*





# TS: Level C

## Teaching

- Makes significant, wide-ranging, contribution to teaching and the practice of teaching.

*Wide range across undergrad and post grad, including cross-college contributions  
Evidence - Topic Coordinator 2015-2018 for NUTN2622: GRAD9611 and GRAD9821 and taught into these plus HLTH1693 and MMED3940 since 2015.  
Significant as evidenced by sustained contributions over 8 years and the contribution to design, delivery (range of teaching strategies) and evaluation of multiple topics*

- Provides leadership in teaching and the scholarship of teaching at discipline/School level.

*Have led a 2 year teaching project involving 6 colleagues across various disciplines on the topic of integrated, interprofessional case studies with a focus on chronic disease self management. Was successful in receiving a College grant for evaluation, presented outcomes at College Collab and nominated for a VPED award with a draft manuscript currently being prepared for publication in a Q1 Journal.*

*Have undertaken 2 years as Course Coordinator for the Graduate Certificate in Chronic Disease Self Management. Outcomes achieved include: doubling of student load in 2 years, initiated discussions with local health networks to provide free micro credential with articulation into the course and identified input from expertise available across the College.*

## Skill Base & Qualifications

- Completion of a PhD or EdD or equivalent qualification

*National professional standing - conference organising committees, Treasurer of State Branch of professional association, author of care pathway used across Australia for care of newly diagnosed adults with sleep apnea.*

*Enrolled in PhD at Flinders University, mid candidature review approved in May 2023, expected completion May 2025, thesis titled "Comparison of training modules delivered synchronous versus asynchronous for health care professionals responsible for the care of adults newly diagnosed with sleep apnea".*

## University, Professional & Community Service

- Contributes to administrative activities of the School and/or Faculty

*Your Voice Working Party Lead for staff wellbeing initiatives - ongoing.  
Equal Opportunity Contact Officer for the College for 3 years.*

- Brings a degree of responsibility and/or leadership to professional activities, within a relevant external professional domain and within a wider community context at local, national or international level which draws upon the staff member's University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University.

*Reviewer for professional accreditation of Universities across Australia - last 10 years*



# Key Dates

## Application submission dates

### Level B-C

- To Supervisor (if not Dean P&R) closing date Friday 19 July 2024

(please note if your supervisor is the Dean P&R the application should be submitted to the Dean P&R at this date and not the later date below)

- To Dean P&R closing date Friday 26 July 2024
- To People & Culture by Friday 9 August 2024
- The Committee will meet w/c 23 September 2024 (Level B-C).

### Decision Dates

Following the Committee Meetings decisions will be made and promotion letters will be issued within a 2 week period following completion of the committee meeting.

Promotions entitlements will take effect from 1 January 2025

Successful applicants will be invited to a celebratory lunch 6<sup>th</sup> December 2024



# Key Dates

## Application submission dates

### Level D-E

- To Supervisor (including Dean P&R) closing date Friday 2 August 2024
- To VPED closing date Friday 9 August 2024
- To People & Culture (with nominated referees) by Friday 23 August 2024

The Committee will meet w/c 14 October 2024 (Level D-E).

### Decision Dates

Following the Committee Meetings decisions will be made and promotion letters will be issued within a 2 week period following completion of the committee meeting.

Promotions entitlements will take effect from 1 January 2025

Successful applicants will be invited to a celebratory lunch 6<sup>th</sup> December 2024



# Next Steps

## Feedback & Support

### 1. Academic Promotion Seminars

- i. 20 May 2024 - Teaching and Research / Research Only
- ii. 24 May 2024 - Teaching Specialists

### 2. Review Panel – do you have enough evidence of performance for promotion?

Opportunity to seek feedback from review panel / ‘critical friends’

Complete brief template with examples (due to Dean P&R by 7 June 2024)

### 3. Writing Workshop – is your application written clearly and comprehensively?

Opportunity to seek feedback and critically discuss a section of your application with a colleague

## Timeline

- Submit brief template to Dean P&R by 7 June 2024 (template will be sent following this session)
- Feedback provided by review panel by 14 June 2024
- Refine written draft for one area of academic profile prior to attend writing workshop on 20 June to discuss with a colleague

Writing Workshop

20 June 2024

12.30 – 2.00pm

Register here: [CNHS Academic Promotion 2024 - Writing Workshop](#)

[Registration](#) or ↓



# Questions