Faculty Promotions Report

1st September 2022 – 31st August 2023

Contents

1. 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 2022 – 31st August 2023.

The membership of the Faculty Promotions Committee is outlined in Appendix I and a list of successful candidates during 2022/2023 is contained in Appendix II.

SECTION 1 – OUTCOME OF APPLICATIONS FOR PROMOTION (1st September 2022 – 31st August 2023)

68 applications[1] for promotion were assessed by the Faculty Promotions Committee[2] during the period 1st September 2022 – 31st August 2023. 28 applications were received from female candidates and 40 applications were received from male candidates.

1.1   Percentage of Total Applications by Gender

100% = 68 Applications
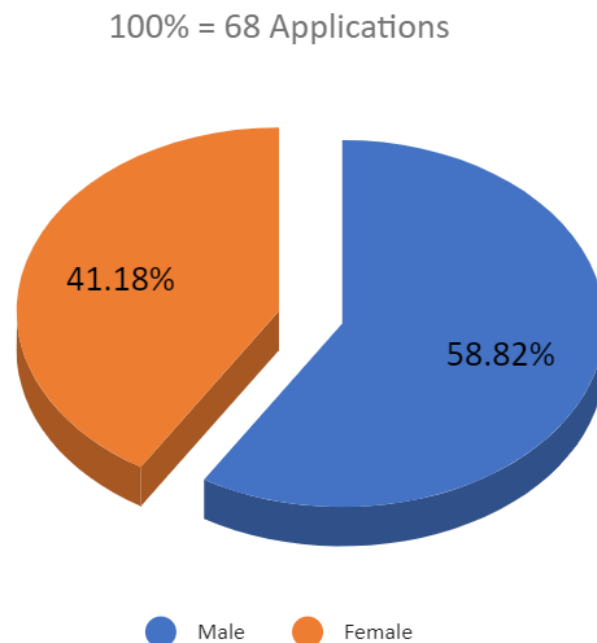
Fig. 1: Percentage of total applications for promotion (2022-23) by gender

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[1] For the purpose of this report, applications refer to applications that have been fully processed and on which a recommendation has been approved. It does not refer to applications currently in the pipeline which are awaiting assessment by the Faculty Promotions Committee.

[2] 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 details of proposed External Assessors have been provided.

1.2   Number of Applications by Decision and Grade

Fig. 2:   Number of applications for promotion (2022-23) by decision and grade

1.3   GEAP Targets[3]

The **Gender Equality Action Plan (GEAP**) sets gender equality targets in promotion, with the measure being at least in proportion to the number of women at the grade below (casca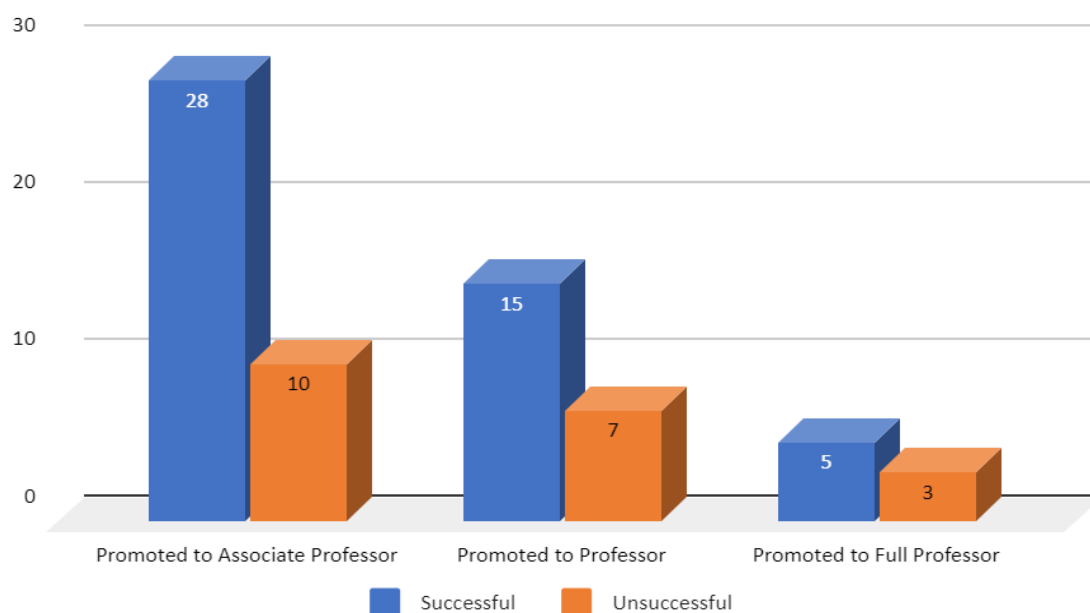de model) which is monitored on an annual basis. The GEAP targets for 2022 – 2023 along with the percentage of actual promotions for female faculty using the cascade model are as follows:

	Promotion to Associate Professor	Promotion to Professor	Promotion to Full Professor
GEAP Target	49.03%	38.89%	43.90%
Percentage of Promoted Female candidates 2022/2023	43%	47%	40%

Fig. 3: GEAP targets for promotion to different grades, 2022-2023[4]

Figure 3 above illustrates that the GEAP target was exceeded at for promotion to Professor, but fell below target for promotion to Associate Professor and Full Professor for the 2022 – 2023 academic year. This reflects the lower number of female applications this year.

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[3] 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 (2022 for this report).
[4]

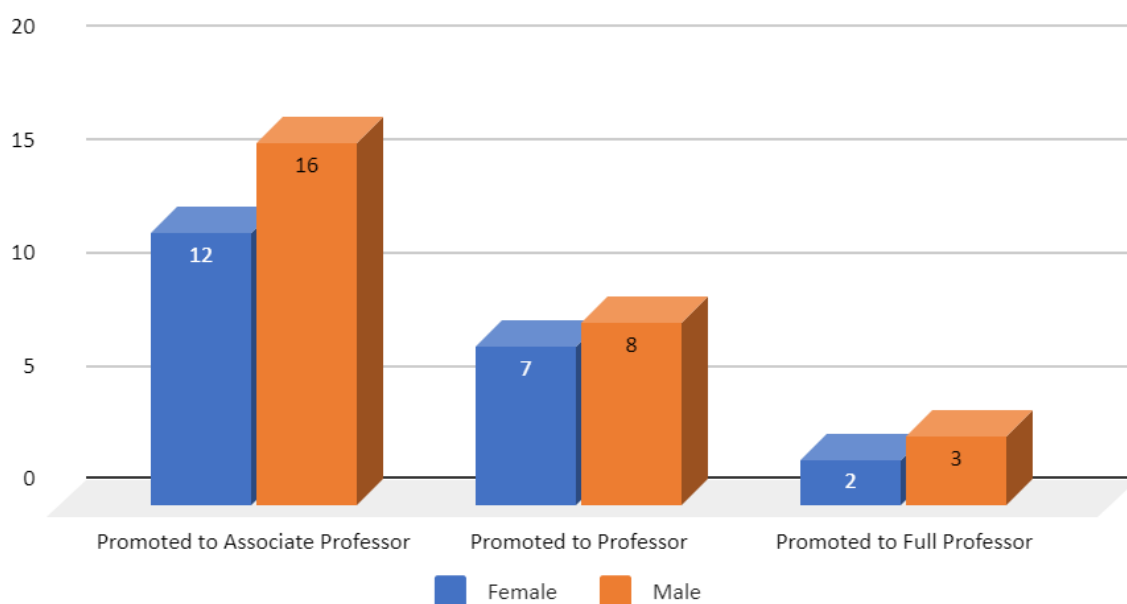## 1.4 Number of Promoted Candidates by Gender and Grade

Fig. 4: *Number of promoted candidates to each grade by gender (2022-23)*

1.5 Success Rate by Gender and Grade
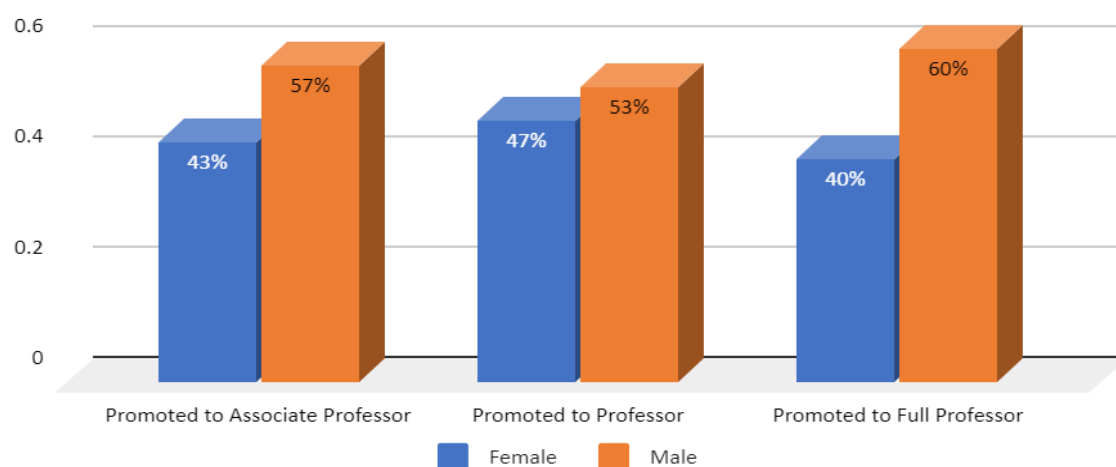
Fig. 5: *Promotion success rates by gender and grade (2022-23)*

In 2022/2023, 12 female applicants out of the total of 28 successful applications for Associate Professor were promoted (12/15 total female applicants were successful – 80%) and 16 male applicants out of the total 28 successful applications were promoted (16/23 total male applicants were promoted to Associate Professor – 70%).   At the Professor level, 7 female applicants out of a total of 15 successful applications for Professor (7/11 total female applicants were successful – 64%) and 8 male applicants out of a total of 15 successful applications were promoted (8/11 total male applicants were successful – 73%). At the Full Professor level, 2 female applicants out of the total of 5 successful applications for Full Professor were promoted (2/2 total female applicants were promoted to Full Professor – 100%) and 3 male applicants out of the total 5 successful applications for Full Professor were promoted (3/6 total male candidates successfully promoted to this level – 50%).

1.6   Total Number of Applications Received by College and Grade
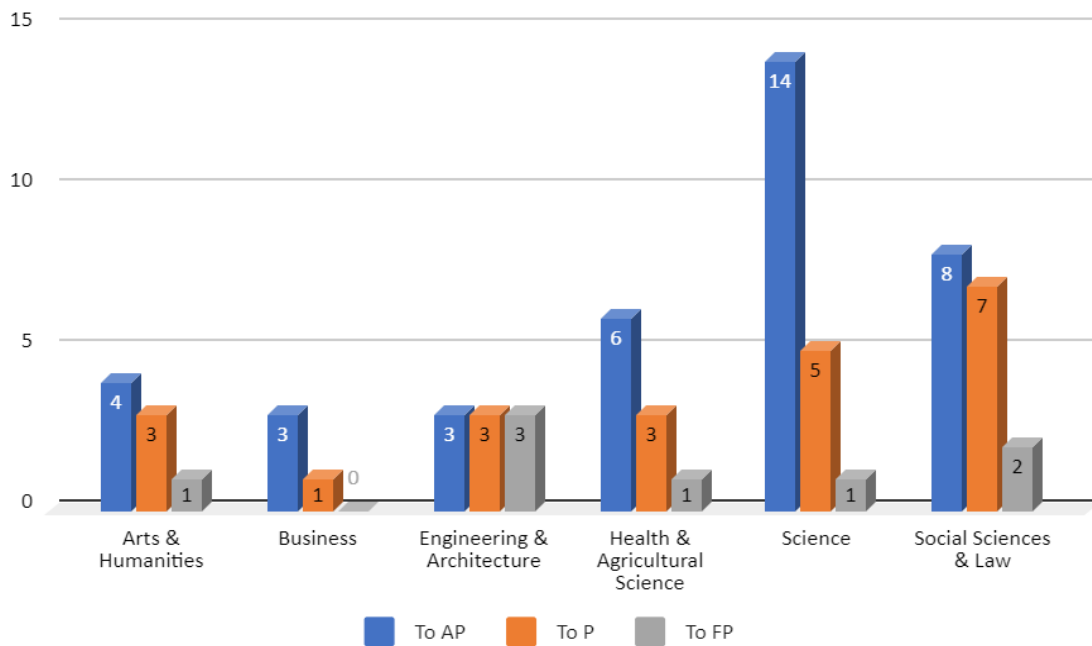
Fig. 6: Applications received from each College by grade, 2022-23

Applications were received from each College in the academic year 2022 - 2023. The College of Science had the highest number of applications with 20 candidates applying for promotion. The College of Social Science & Law had the second highest number of applications with 17. The College of Health & Agricultural Sciences had 10 applications. The College of Engineering and Architecture had 9 applications, the College of Arts and Humanities had eight applications with the College of Business having the lowest number of applications with four applications in total.

Expressed as a percentage of faculty eligible to apply for promotion across each College, these figures are as follows:

Fig. 7: Application rate of eligible faculty by College, 2022-23

1.7   Total Applications by Age, Grade and Gender

% Applications by Age and Grade
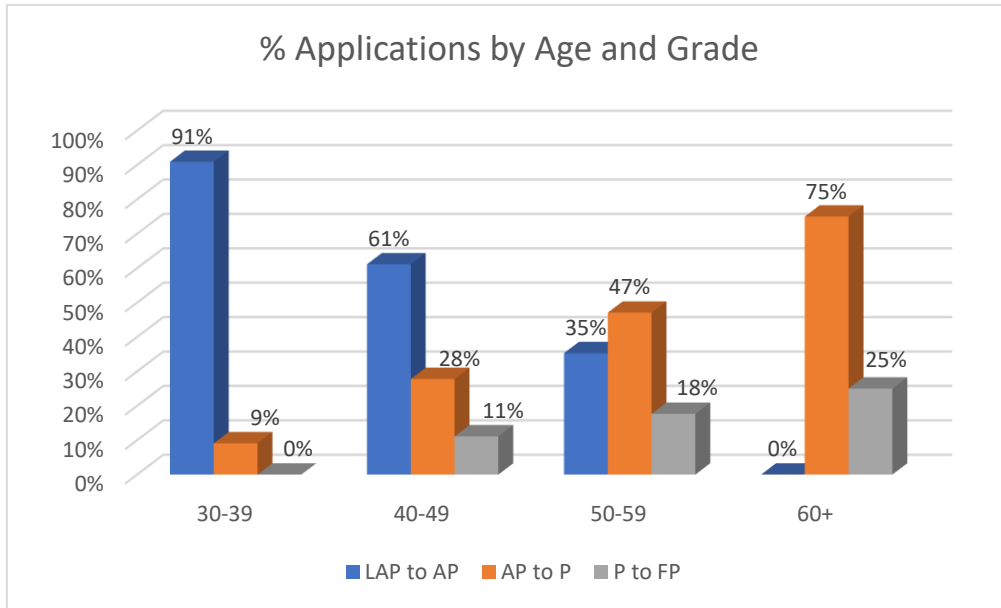
Fig. 8: Percentage of total applications to each grade, by age bands, 2022-23

The distribution of age profiles for those applying for promotion is as per previous academic years. Those aged 30-49 comprise the largest proportion of individuals applying for promotion to both the Associate Professor and Professor grades with 43 out o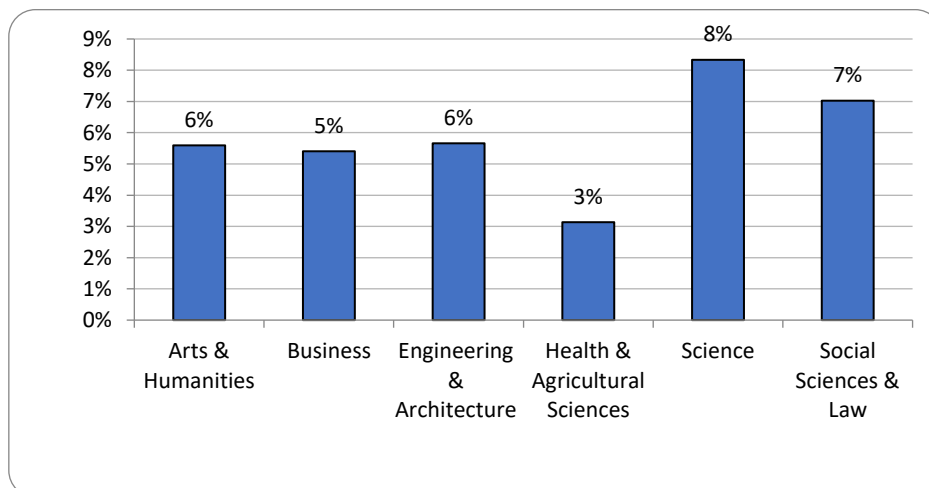f the 68 candidates in this age bracket. Those applying for promotion to Full Professor were predominantly aged 50-59. Perhaps, not unexpectedly, none of those applying for promotion to Full Professor were younger than 40.

% Applications by Age, Grade and Gender
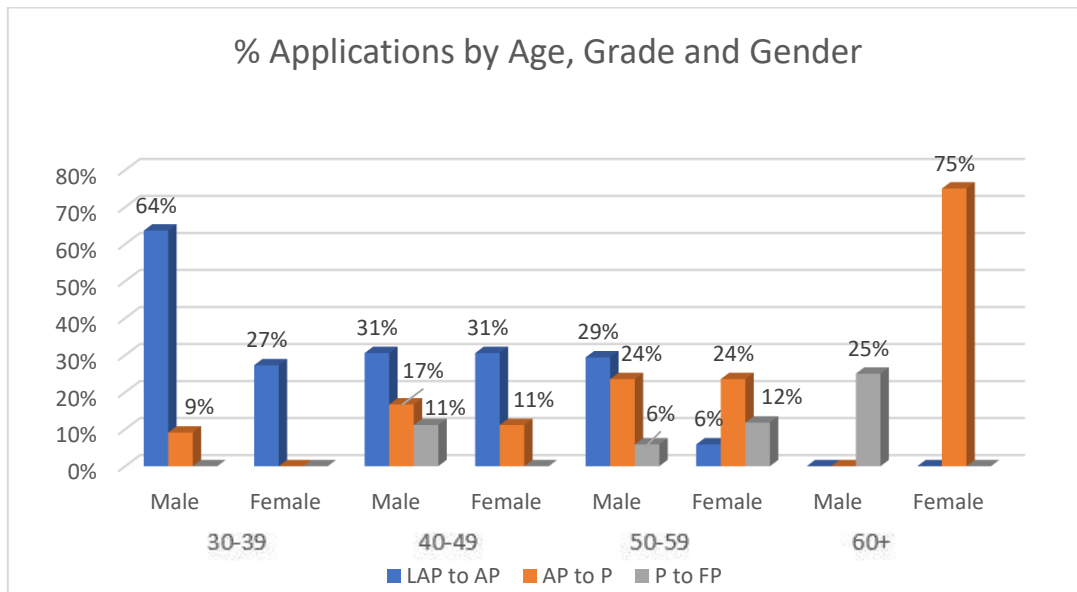
Fig. 8a: Percentage of total applications to each grade, by age bands, 2022-23

This chart breaks down the information provided in Fig. 8 to take gender into account for each age bracket and grade. At the 30-39 age bracket, 64% of applications are males to the level of Associate Professor, 27% are females to the level of Associate Professor and 9% are males to the level of Professor. The first male applications to the level of Associate Professor were in the 30-39 age bracket, the first female applications to Associate Professor was in the 40-49 age bracket. Similarly, the first applications to Full Professor for males was in the 40-49 age bracket and the first female applications to Full Professor were in the 50-59 age bracket.

1.8 External Assessor Profile

In total, 50 of the 68 applicants established a prima facie case for promotion during 2022/2023. 398 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 ranked 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 Promotion to Associate Professor

27 out of 50 candidates established a prima facie case for promotion to Associate Professor at a breakdown of 13 females and 16 males. In total, 54 reports were obtained from External Assessors; 2 for each candidate. The breakdown of those external assessors is as per Fig. 9:

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

1.8.2 Associate Professor to Professor

All candidates who established a prima facie case for promotion to Professor went on to be successful. The breakdown of these 15 candidates is 7 females to 8 males. In total 45 reports were obtained from External Assessors; 3 for each candidate. The breakdown of those external assessors is as shown below in Fig. 10:
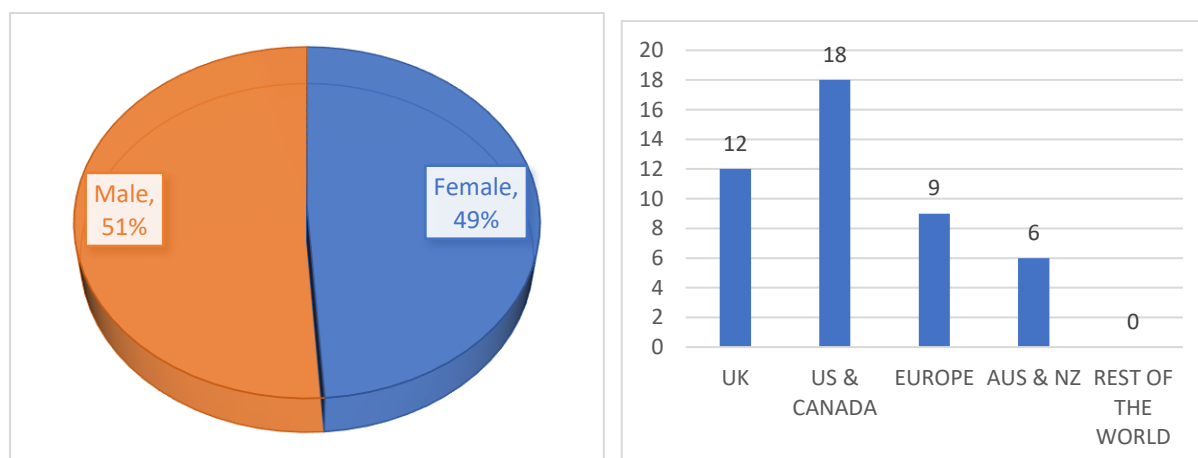
Fig. 10: External Assessor Gender and Geographical Profile for Prof Applications

1.8.3   Professor to Full Professor

5 out of the 6 candidates who established a prima facie case for promotion to Full Professor went on to be successful. The breakdown of these candidates is 2 females to 3 males. In total 18 reports were obtained from External Assessors; 3 for each candidate. The breakdown of those external assessors who provided reports is summarised in Fig. 11:
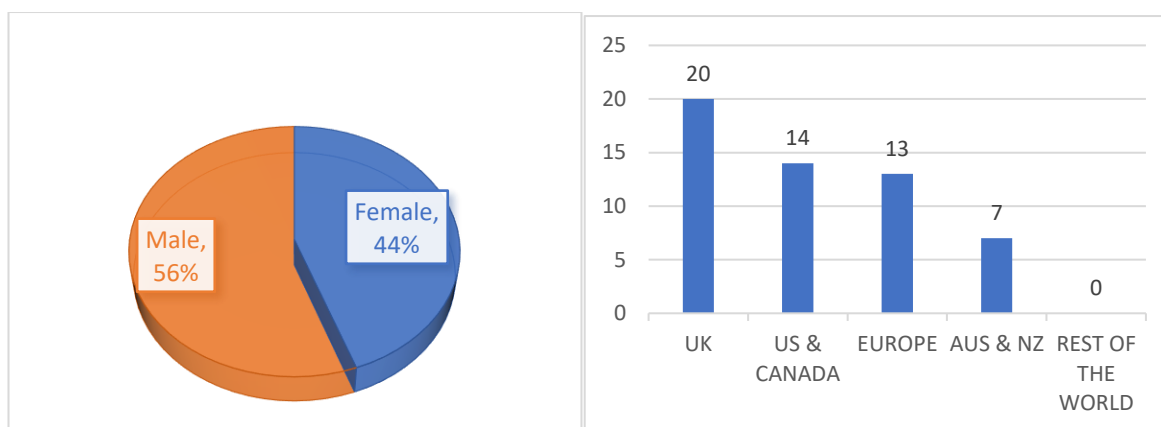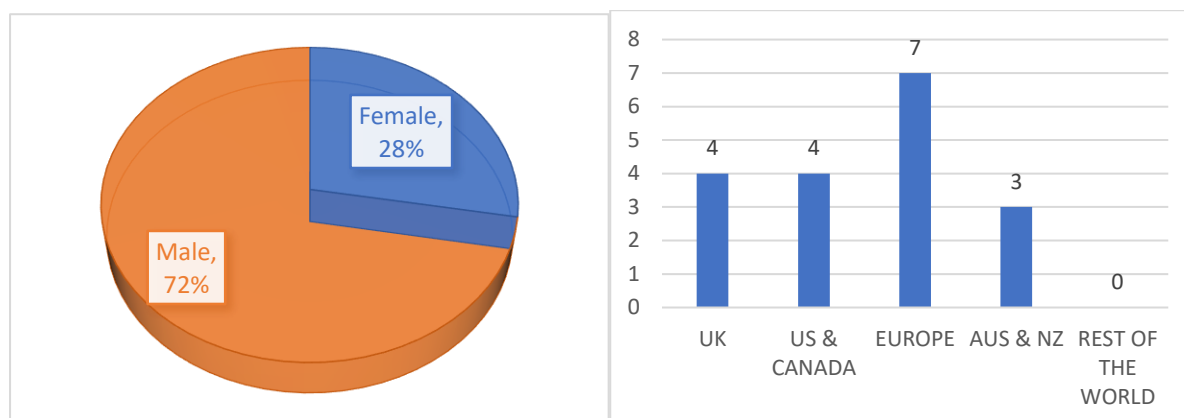

Fig. 11: External Assessor Gender and Geographical Profile for Full Prof Applications

1.9   Appeals 2021 – 2022

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

In 2022 – 2023, the FPC provided three commentaries based on the number of appeals submitted to the Faculty Promotions Appeals Committee (FPAC). All three of the appeals were not upheld by the Faculty Promotions Appeals Committee. A separate report regarding faculty promotion appeals is prepared by the Faculty Promotions Appeals Committee (FPAC).

1.10   Academic Retention 2022 – 2023

During the 2022 – 2023 academic year, four applications for promotion were submitted under Section 20 of the Faculty Promotion Policy – Academic Retention. Two male candidates were promoted under Competitive Retention (Section 20.1) one to Full Professor and one to Professor. Two male candidates were promoted under the European Research Council (ERC) Grant (Section 20.2), to Associate Professor.

SECTION 2 – CUMULATIVE STATISTICS FOR THE FIVE YEAR ROLLING PERIOD (1st SEPTEMBER 2018 TO 31st AUGUST 2023)

The rolling faculty promotions process was introduced in 2016 and last year the annual report provided statistics for the five-year period. Going forward, in addition to providing statistics for each academic year, the annual report will also provide data for a five-year rolling period. As applications can take up to eight or nine months to reach a conclusion from the point of submission to HR, it is important to consider a five year period to gain a broader picture of faculty promotion in the university.

323 applications have been fully assessed by the Faculty Promotions Committee over the 5 years period 1st September 2018 to 31st August 2023. 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		
81	103	54	35	19	31	154	169	323	Numbers

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		
66	68	42	24	11	16	119	108	227	Numbers
81%	66%	78%	69%	58%	52%	77%	64%	70%	Success Rate

Fig. 12: Number of total applications, successful applications and success rate by gender and promotion pathway (2018-23) across the entire university.

The overall success rate for promotion is approximately 70%. This has been the case for the past three years. The success rate for female (77%) applicants is slightly higher than the success rate for male (64%) applicants.

A slightly higher number of male applicants applied for a first stage promotion to Associate Professor; however, the percentage of female applicants being successful remains higher (81% Vs 66%).

A similar trend has emerged at the second stage promotion to the Professor grade; again, with a higher success rate for female applicants (78% Vs 66%).

The number of female candidates being promoted to the Full Professor grade in 2023 has risen to 58% success rate. Interestingly, the corresponding cumulative male success rate of promotion decreased over the past year to 52%. A smaller number of candidates applying for promotion to the Full Professor grade can result in substantial changes to the corresponding success rate. However, the success rate for both females and males at the Full Professor grade is currently very close.

2.2   Success Rate by Gender and College

Number of applications								
	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	**Totals**	
Male	22	10	34	26	48	29	**169**	Numbers
Female	25	8	8	42	24	47	**154**	
Total	**47**	**18**	**42**	**68**	**72**	**76**	**323**	

Successful applications								
	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	**Totals**	
Male	14	3	20	19	31	21	**108**	Numbers
Female	19	7	5	35	19	34	**119**	
Total	**33**	**10**	**25**	**54**	**50**	**55**	**227**	

Male %	64%	30%	59%	73%	65%	72%	64%	% Success Rate
Female %	76%	88%	63%	83%	79%	72%	77%	
Total %	70%	56%	60%	79%	69%	72%	70%	

Fig. 13a: Number of total applications and successful applications for promotion (2018-23) for each of the six colleges within the university.

Lowest %: The College with the lowest success rate is the College of Business with 56%; this may be explained by the small number of applications.   The highest success rate is that of female applicants from the College of Business, at 88%.

2.3   Application Rate by Gender and College

Total Applicants by College								
	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	**Totals**	
Male	22	10	34	26	48	29	**169**	
Female	25	8	8	42	24	47	**154**	Numbers
Total	**47**	**18**	**42**	**68**	**72**	**76**	**323**	
Total number of faculty excluding Full Professor								
Male	67	49	116	119	177	109	**637**	
Female	73	25	45	200	67	132	**542**	Numbers
Total	**140**	**74**	**161**	**319**	**244**	**241**	**1179**	
Percentage of faculty applying								
Male	33%	20%	29%	22%	27%	27%	27%	% Application Rates
Female	34%	32%	18%	21%	36%	36%	28%	
Total	**34%**	**24%**	**26%**	**21%**	**30%**	**32%**	**27%**	

Fig. 13b: Number of total applications and Total Number of Faculty excluding Full Professors (2018-23) for each of the six colleges within the university. The Percentage of Faculty Applying is also noted.

The rate of applications across the entire university continues to be approximately 6% per annum, 27% of eligible faculty have applied for promotion over the past 5 years, Interestingly, the application rate for female candidates has reduced from 35% to 28% and for male candidates it has risen from 24% to 27% when compared to the 5-year period from 2017-2022.

The pattern has changed somewhat over the past academic year with a decrease in the number of applications in all Colleges but the College of Science for which the number of applications increased

by 1%. The College of Arts and Humanities has decreased from 37% to 34%, the College of Business has decreased from 25% to 24%, the College of Engineering & Architecture has decreased from 28% to 26%, the College of Social Sciences and Law has decreased from 35% to 32%. The highest application rates across the university are from the College of Arts and Humanities, with an overall application rate of 34%. The highest application rate for female applicants is shared between the Colleges of Science and of Social Sciences and Law at 36%.

In respect of the success rate for the same period, the average across the entire university is 70% and this is higher for female applicants who have a 77% success rate compared to the 64% male success rate. The highest male success rate of 72% is from the College of Social Sciences and Law with the College of Business having the lowest success rate for males at 30%. It should be noted, however, that the rate of application for males in the College of Business also remains low. The College of Business has the highest success rate for female candidates with an 88% success rate. Again, the College of Business has the lowest overall success rate at 56%, however, again the low applicant numbers largely explain these low success rates.

2.4   Application Rate by Gender and Promotion Pathway

	Lecturer/ Assistant Professor	Associate Professor	Professor	Totals
Total applicants by grade and Gender				
Male	103	35	31	**169**
Female	81	54	19	**154**
Total	**184**	**89**	**50**	**323**
Total number of Faculty excluding FP				
Male	388	182	67	**637**
Female	362	121	59	**542**
Total	**750**	**303**	**126**	**1179**
Percentage of Faculty applying				
Male	27%	19%	46%	27%
Female	22%	45%	32%	28%
Total	**25%**	**29%**	**40%**	**27%**

Fig. 14: Number of promotion applications (2018-2023) 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 at the first level of promotion from Lecturer/Assistant Professor to Associate Professor is the lowest application rate at 25%, with 27% eligible males applying for promotion over the past five years and 22% females. While a lower rate of application at the first level will have an impact on the subsequent pipeline of candidates at the higher levels, it should be noted that faculty at the grade LAP represent 63.4% (almost two thirds) of the total faculty eligible to apply for promotion.

Notably, the application rate of females continues to be significantly higher at the second level of promotion from Associate Professor to Professor with 45% of eligible female faculty applying versus 19% male faculty. At the Full Professor level, the application rate for males is slightly higher than that of female candidates at 46% to 32% respectively.

2.5   Applications by Age 2018 – 2023

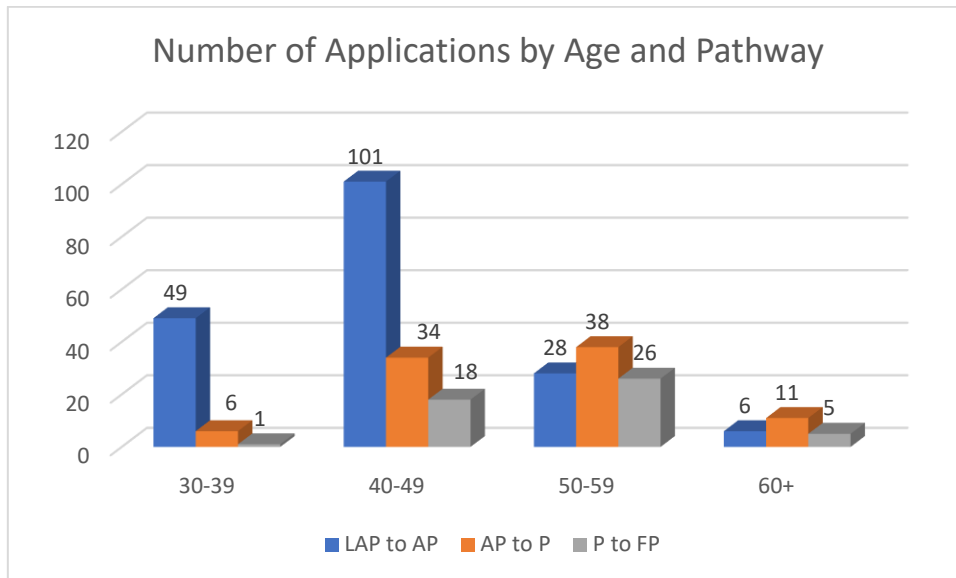**Number of Applications by Age and Pathway**

Fig. 15 illustrates the age profile of candidates at all levels

Figure 15 illustrates that, unsurprisingly, the majority of candidates applying for the first level of promotion are between 30 – 49. Those aged between 50 – 59 continue to have the most consistent spread of applications across all three levels, with more applying for promotion to Associate Professor, and the lowest rate being at the application to Full Professor level.
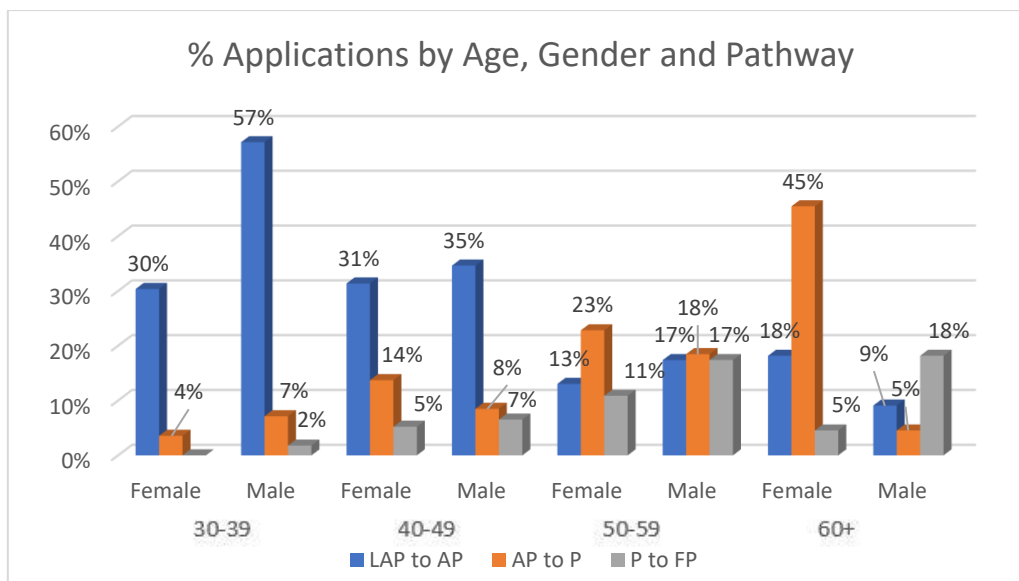

% Applications by Age, Gender and Pathway

Fig. 15a illustrates % applications by age and gender profile of candidates at all levels

2.6   Nationality

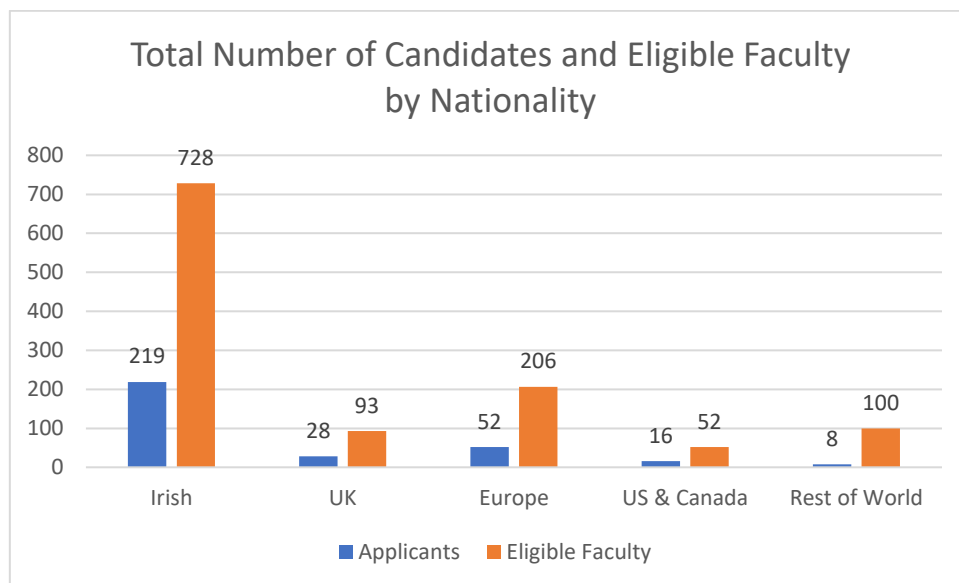The profile of eligible faculty and applications by nationality is broken down as follows:

Fig 16 *illustrates the nationality profile of eligible faculty and actual applicants. Note that "Europe" excludes those from Ireland and the UK and includes non-EU European nationals.*

68% of all applications have come from Irish candidates (n=219). This is a significantly larger proportion than the 9% and 16%, respectively, of candidates who are of UK (n=28) and European nationalities (n=52). Those from the US and Canada (5%, n=16) and the rest of the world (2%, n=8) constitute the remaining applicants. These proportions correspond closely to the nationalities of eligible applicants employed by UCD, i.e., 62% Irish, 9% UK, 16% European (excluding Irish and UK), 4% US and Canadian, and 8% rest of the world.

The following table shows the data for the five-year period, 1st September 2018 to 31st August 2023, in terms of applications by nationality and the outcome of these applications.
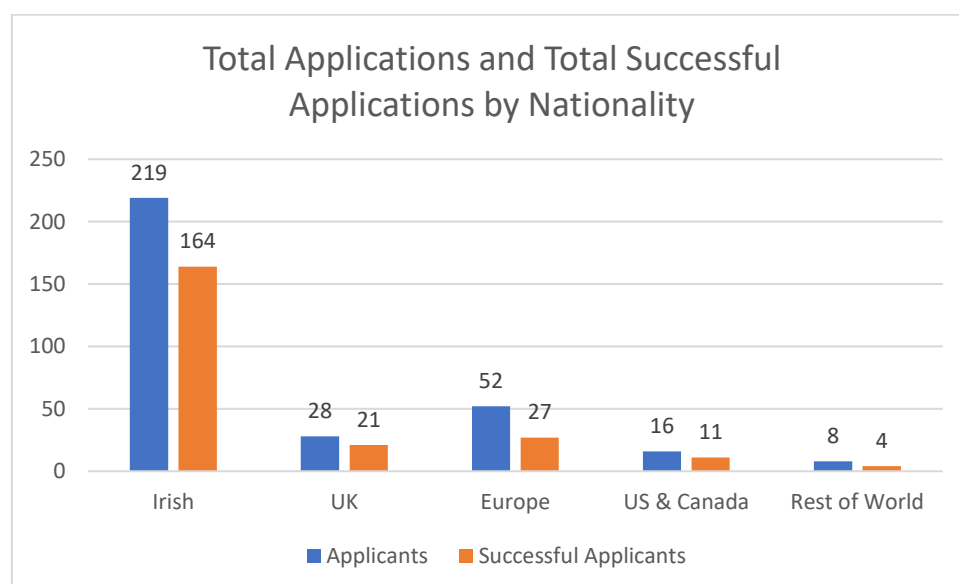

Fig 17 *illustrates the nationality profile of the total number of applicants between 01/09/2018 and 31/08/2023 and the total number of successful applicants for the same period. Note that "Europe" excludes those from Ireland and the UK and includes non-EU European nationals.*

2.7 Prima Facie Stage

A prima facie case for promotion is established if the candidate provides sufficient aggregate evidence of meeting the standard required for promotion to the relevant grade. In 2018/2019, 40 out of 56 candidates established a prima facie case (71%). There was an increase in 2019/2020 in the number of cases establishing a prima facie case to 75% and another increase in 2020/2021 to 86%. This decreased to 74% in the 2021/2022 year. In 2021/2022, 50 out of 68 applicants established a prima facie case. At 74% this matches the previous year.

The success rate for applications that establish the prima facie case has varied over the past five years, with between 93% - 96% applications going on to be successful following external assessment. Correspondingly, the proportions of those candidates establishing a prima facie case but subsequently not being promoted has ranged from 7% (in 2018-19 and 2020/2021) to 4% (in 2021/2022 and in 2022/2023).
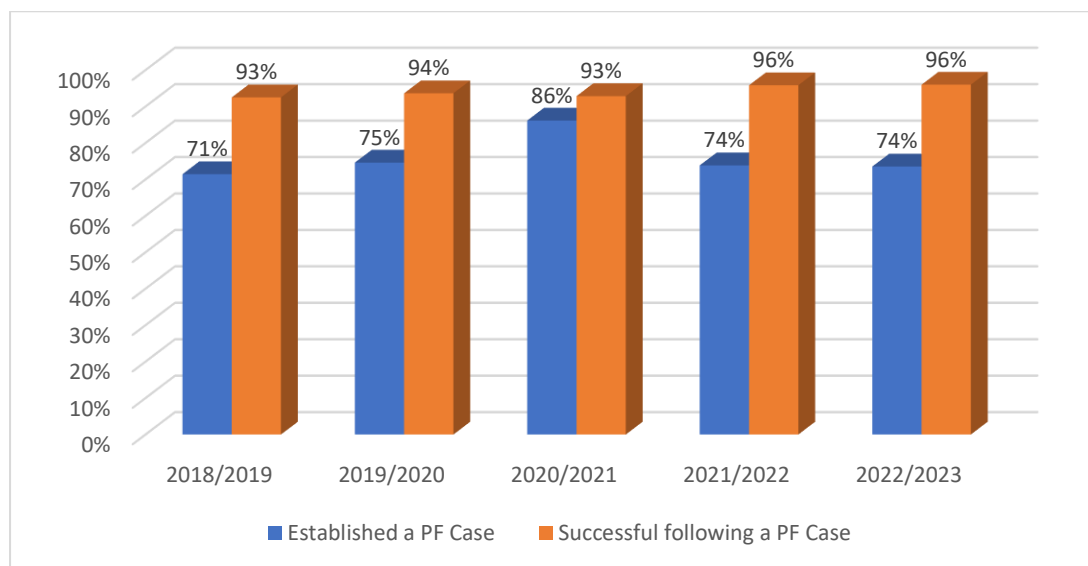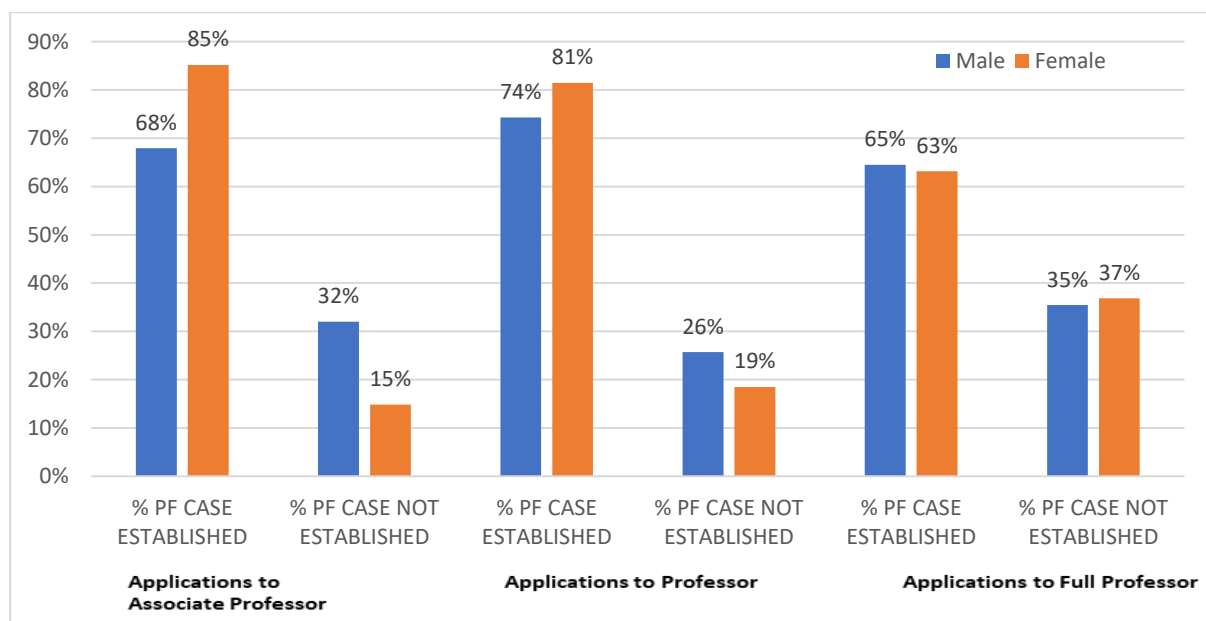

Fig. 18a: Prima facie cases, 2018-23

Fig. 18b: Prima facie cases by gender, 2018-23

2.8   Reapplications

Between 1st September 2018 and 31st August 2023, 39 candidates applied for promotion on more than one occasion. There have been some differences in how the initial and subsequent applications have progressed. The broad breakdown is as follows:

- 26 candidates were unsuccessful in their first application but were successful upon reapplication.
- 3 candidates applied successfully for promotion on more than one occasion within this time period with no unsuccessful applications, i.e., they were promoted two or more grades within five years.
- 2 candidates who were successful in their first application for promotion were unsuccessful when applying subsequently for promotion to the next level.
- 2 candidates were unsuccessful on two occasions then successful on their third attempt.
- 8 candidates applied unsuccessfully for promotion on more than one occasion.

2.9   Application Processing Time

Between 1st September 2018 and 31st August 2023, the average number of weeks taken to process an application for promotion was 34 weeks from the point of submission to HR to the notification of the outcome of the application. This is an increase on the average processing time of 30 weeks during the period 2017 – 2022. The minimum processing timeframe was 2 weeks (associated with academic retention pathway application) ranging up to 64 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/Winter, noting that the FPC break from meetings in July and August;
- If numerous applications are submitted within a short time frame, as was the case in August 2022. We received 5 times the normal average application rate in the month prior to the commencement of the new Development Framework for Faculty, effective 1st September 2022;
- The time taken to obtain External Assessor reports including where additional candidate or commentator nominations need to be sought.

Since March 2020, there has been a consistently high volume of applications submitted. Spring and late Summer have emerged as two periods when there is an increase in applications most years.
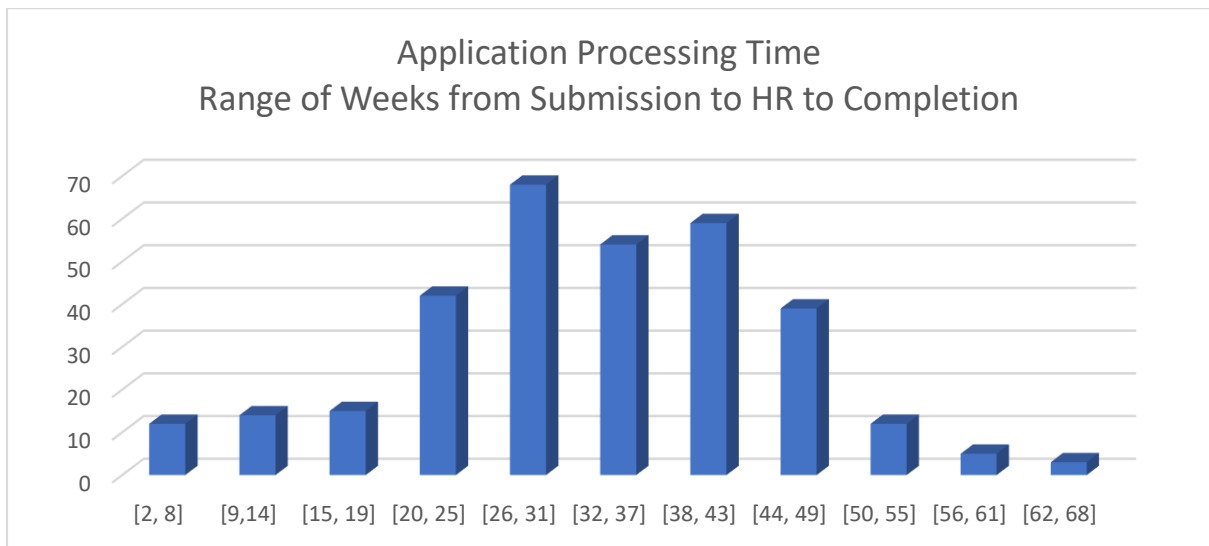
Fig. 19: *Application processing times (2018 – 2023)*

2.10   Academic Retention 2018 – 2023

Between 2018 and 2023 there have been 14 applications made under Section 20.1 of the Faculty Promotion Policy – Competitive Retention. A summary of the applications by gender, level and the outcome are as follows:

Level	Successful		Unsuccessful	
	Female	**Male**	**Female**	**Male**
LAP > AP	1	2	0	0
LAP > P	1	0	0	0
AP > P	1	2	0	1
P > FP	1	3	0	2
Total	**4**	**7**	**0**	**3**

APPENDIX I – FACULTY PROMOTIONS COMMITTEE 1ST SEPTEMBER 2022 TO 31ST AUGUST 2023

Faculty Promotions Committee Membership	
Professor Barbara Dooley, Chair	Acting Registrar and Deputy President
Professor Eoin Casey	Engineering and Architecture
Professor Lorraine Brennan	Health and Agricultural Sciences
Professor Danielle Clarke	Arts and Humanities
Professor Mark Crowe	Health and Agricultural Sciences
Professor Dympna Devine	Social Sciences and Law
Professor Fiona Doohan	Science
Professor Anne Keegan	Business
Professor Gary McGuire	Science
Professor Karl Whelan	Social Sciences and Law

APPENDIX II

SUCCESSFUL PROMOTIONS

1ST SEPTEMBER 2022 TO 31ST AUGUST 2023

Promotion to Full Professor

1. Professor Federico Milano, School of Electrical and Electronic Engineering
2. Professor Kalpana Shankar, School of Information and Communication Studies
3. Professor Marie Clarke, School of Education
4. Professor Frank McDermott, School of Earth Sciences
5. Professor Mark Scott, School of Architecture, Planning and Environmental Policy

Promotion to Professor

1. Associate Professor Clare Corish, School of Public Health, Physiotherapy and Sports Science
2. Associate Professor Finola Leonard, School of Veterinary Medicine
3. Associate Professor Katherine O'Donnell, School of Philosophy
4. Associate Professor Oliver Blacque, School of Biomolecular and Biomedical Science
5. Associate Professor Mark Flanagan, School of Electrical and Electronic Engineering
6. Associate Professor Mary Kelly-Quinn, School of Biology and Environmental Science
7. Associate Professor Catherine Cox, School of History
8. Associate Professor Christopher Bleakley, School of Computer Science
9. Associate Professor Patrick Mathews, School of English, Drama and Film
10. Associate Professor Thomas Conlon, School of Business
11. Associate Professor Eoin O'Neill, School of Architecture, Planning and Environmental Policy
12. Associate Professor Orla Doyle, School of Economics
13. Associate Professor Crystal Fulton, School of Information and Communication Studies
14. Associate Professor Simon Kelly, School of Electrical and Electronic Engineering
15. Associate Professor Taha Yasseri, School of Sociology

Promotion Associate Professor

1. Dr Desmond Early, School of Music
2. Dr Angela Feechan, School of Agriculture and Food Science
3. Dr Steven Ferguson, School of Chemical and Bioprocessing Engineering
4. Dr Vivian Gath, School of Veterinary Medicine
5. Dr Barbara Murphy, School of Agriculture and Food Science
6. Dr Aideen Quilty, School of Social Policy, Social Work and Social Justice
7. Dr Jessica Smyth, School of Archaeology
8. Dr Antonella Puggioni, School of Veterinary Medicine
9. Dr Daniel Esmonde, School of Philosophy
10. Dr Breige McNulty, School of Agriculture and Food Science
11. Dr Alessia Paccagnini, School of Business
12. Dr Laura Taylor, School of Psychology
13. Dr Marcus Baumann, School of Chemistry
14. Dr Oliver Kinnane, School of Architecture, Planning and Environmental Policy
15. Dr Joseph Lacey, School of Politics and International Relations

16. Dr Nhien Le Khac, School of Computer Science
17. Dr Derek Greene, School of Computer Science
18. Dr Aoibhinn Ní Shuilleabhain, School of Mathematics and Statistics
19. Dr Michael Pike, School of Architecture, Planning and Environmental Policy
20. Dr Anthony Cronin, School of Mathematics and Statistics
21. Dr Tony Keene, School of Chemistry
22. Dr Sean McGarraghy, School of Business
23. Dr Michelle Downes, School of Psychology
24. Dr Fangzhe Qiu, School of Irish, Celtic Studies and Folklore
25. Dr Jennifer Keating, School of History
26. Dr Cliona Kelly, School of Law
27. Dr Gavin McArdle, School of Computer Science
28. Dr Tadhg Ó Cróinín, School of Biomolecular and Biomedical Science