Faculty Promotions Report

1st September 2020 – 31st August 2021

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 2020 – 31st August 2021. As the Faculty Promotions rolling process has been in place for five years, cumulative figures are also included in Section B.

The membership of the Faculty Promotions Committee is outlined in Appendix I and a list of successful candidates during 2020/2021 is contained in Appendix II.

SECTION 1 – OUTCOME OF APPLICATIONS FOR PROMOTION (1st September 2020 – 31st August 2021)

70 applications[1] for promotion were assessed by the Faculty Promotions Committee[2] during the period 1st September 2020 – 31st August 2021. 34 applications were received from female candidates and 36 applications were received from male candidates.

1.1   Percentage of Total Applications by Gender
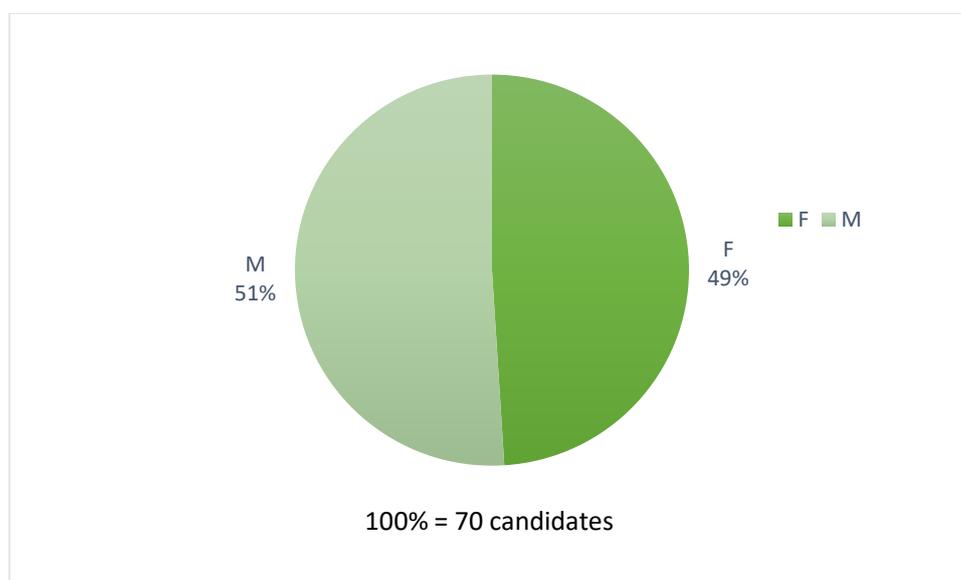
Fig. 1: Percentage of total applications for promotion (2020-21) by gender

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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
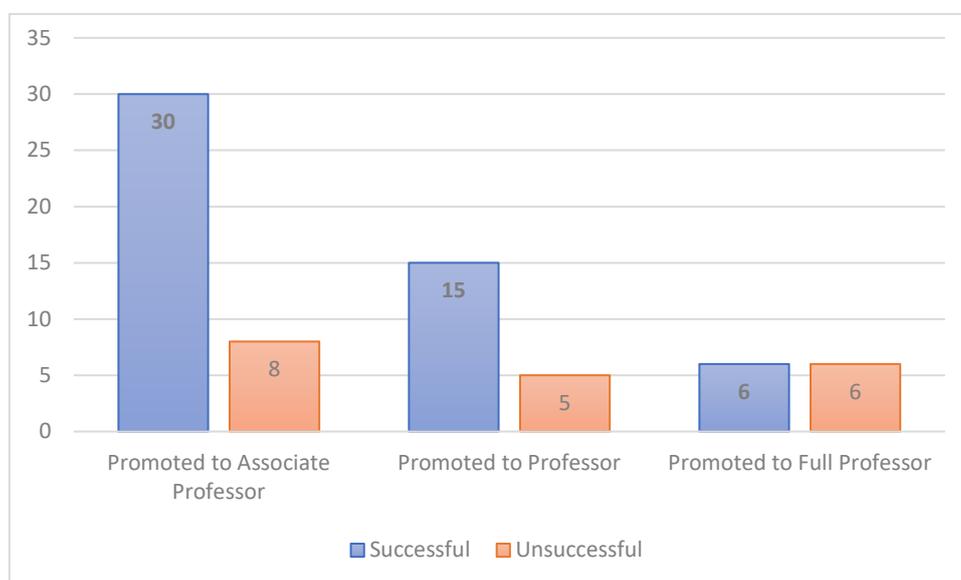
Fig. 2:   *Number of applications for promotion (2020-21) by decision and grade*

1.3   GEAP Targets[3]

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 2020 – 2021 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	51%	39%	36.5%
Percentage of Female Promoted candidates 2020/2021	63%	47%	50%

Fig. 3: GEAP targets for promotion to different grades, 2020-2021[i]

Figure 3 above illustrates that the GEAP target has been exceeded at all levels for the 2020 – 2021 academic 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 (2020 for this report).

1.4   Number of Promoted Candidates by Gender and Grade

Fig. 4: *Number of promoted candidates to each grade by gender (2020-21)*

1.5   Success Rate by Gender and Grade
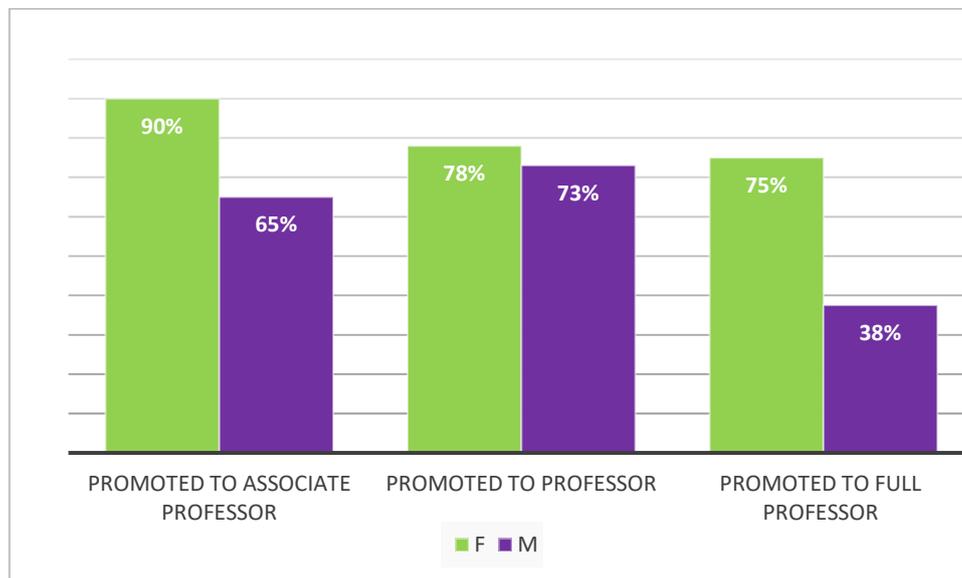
Fig. 5: *Promotion success rates by gender and grade (2020-21)*

Overall success rates remain strong, with 19/21 female and 11/17 male candidates being promoted to Associate Professor. At the Professor level, the success rate for female and male candidates is similar, with 7/9 female and 8/11 male candidates successfully promoted. At the Full Professor level, female candidates had a higher success rate, with 3/4 promoted to Full Professor and 3/8 male candidates being successfully promoted. As previously mentioned, the low number of candidates applying to the Full Professor grade in particular can have a significant impact on the statistics.

1.6 Total Number of Applications Received by College and Grade
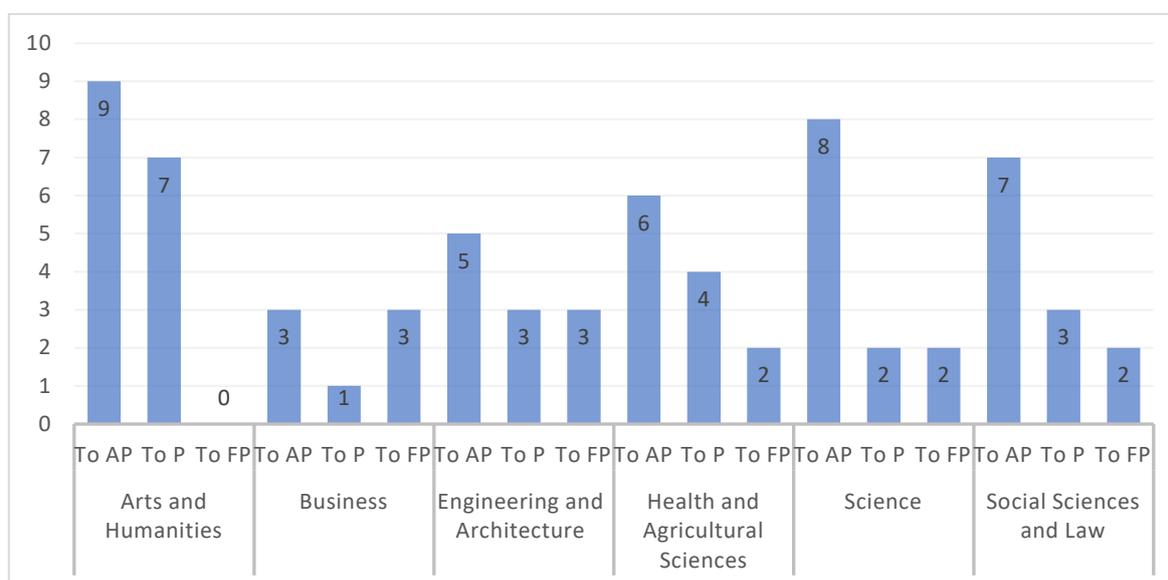
Fig. 6: Applications received from each College by grade, 2020-21

Applications were received from each College in the academic year 2020 – 2021. The Colleges of Health and Agricultural Sciences, Science and Social Sciences and Law each had 12 candidates submit an application for promotion, with the College of Engineering and Architecture slightly behind with 11 applications. The College of Business, which had no applicants in the 2019 – 2020 academic year had 7 applications. The highest number of applications came from the College of Arts and Humanities which had 16 applicants.

Expressed as a percentage of faculty eligible to apply for promotion across each College, these figures are as follows:
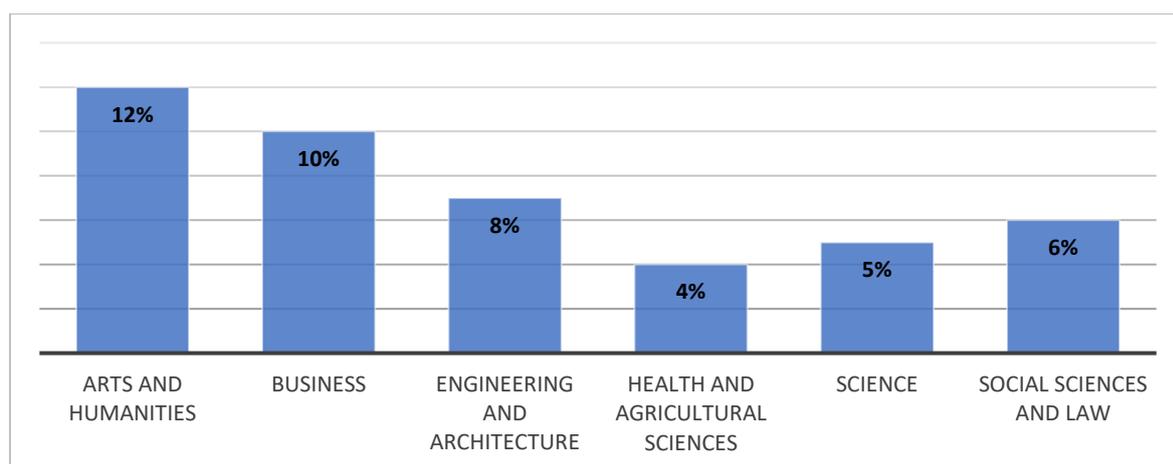
Fig. 7: Application rate of eligible faculty by College, 2020-21

1.7 Total Applications by Age and Grade
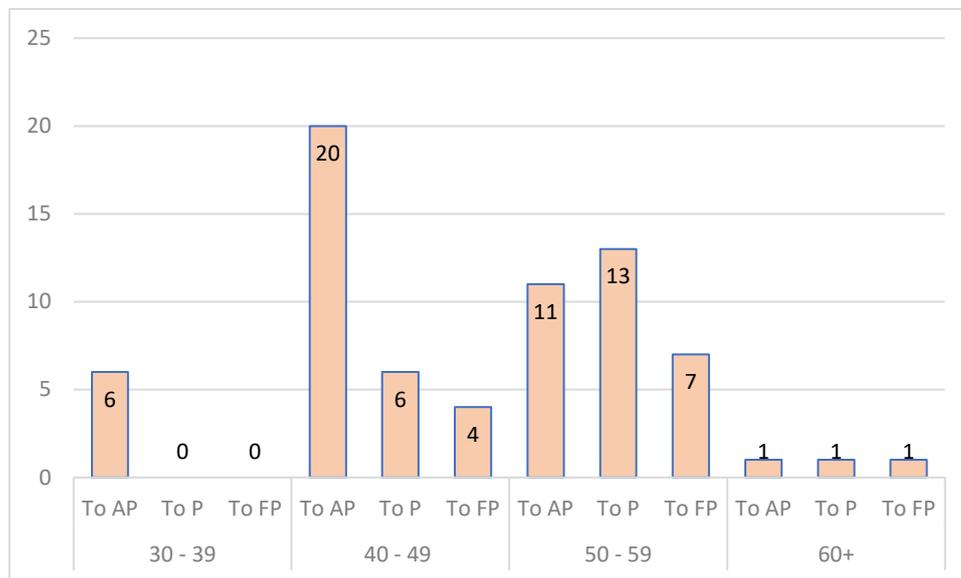
Fig. 8: *Percentage of total applications to each grade, by age bands, 2020-21*

The distribution of age profiles for those applying for promotion is as might be expected and is consistent with previous academic years. 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 Full Professor were younger than 40.

1.8 External Assessor Profile

In total, 53 of the 70 applicants established a prima facie case for promotion during 2020/2021. 408 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

30 out of 38 candidates established a prima facie case for promotion to Associate Professor at a breakdown of 19 female and 11 male. In total, 60 reports were obtained from External Assessors; 2 for each candidate. The breakdown of those external assessors is as per Fig. 9:
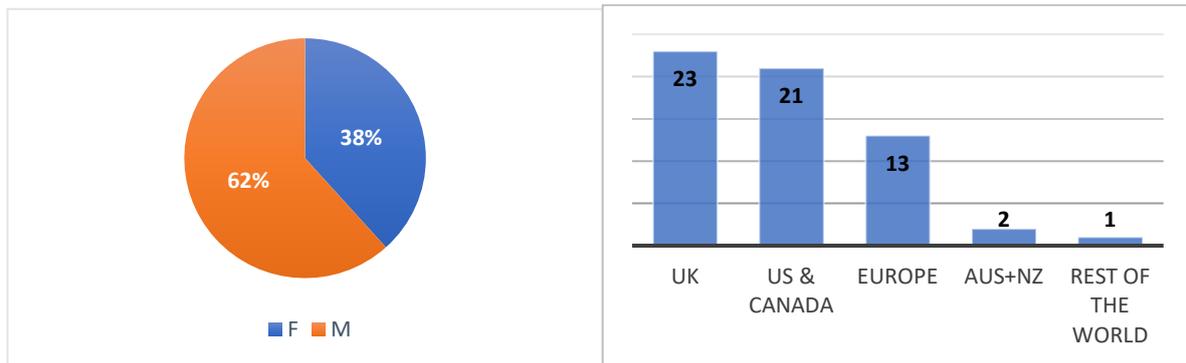
Fig. 9: External Assessor Gender and Geographical Profile for Associate Prof Applications

1.8.2   Associate Professor to Professor

15 candidates established a prima facie case for promotion to Professor at a breakdown of 7 female to 8 male. 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:
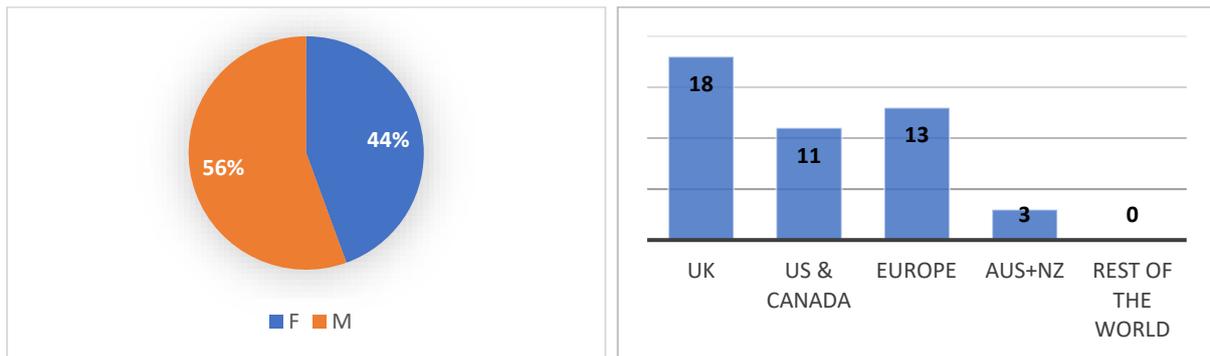
Fig. 10: External Assessor Gender and Geographical Profile for Prof Applications

1.8.3   Professor to Full Professor

7 candidates established a prima facie case for promotion to Full Professor at a breakdown of 4 female to 3 male. In total 21 reports were obtained from External Assessors; 3 for each candidate. The breakdown of those external assessors who provided reports is summarised in Fig. 11:
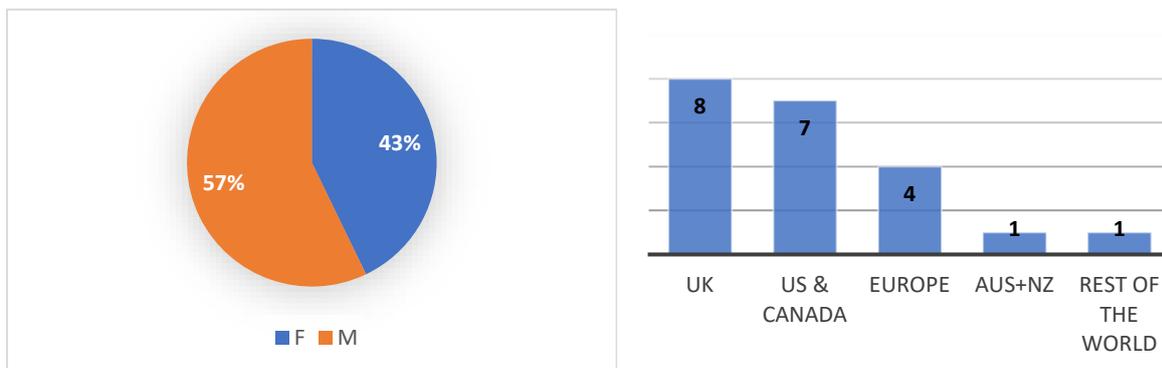

Fig. 11: External Assessor Gender and Geographical Profile for Full Prof Applications

1.9   Appeals 2020 – 2021

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 2020 – 2021, the FPC provided a much lower number of commentaries than during the previous year due to a much lower number of appeals being submitted to the Faculty Promotions Appeals Committee (FPAC). It is worth noting that the FPAC commenced its term of office on 18th February 2019 and this resulted in a significant number of appeals being submitted and reviewed during the 2019/2020 academic year. During 2020/2021, the FPC provided commentaries on 4 appeal items. None of these appeals were upheld by the FPAC. Furthermore, one appeal for which the FPC provided a commentary at the end of the previous academic year (2019/2020) was also not upheld by the FPAC.

1.10   Academic Retention 2020 – 2021

During the 2020 – 2021 academic year, four applications for promotion were submitted under Section 20.1 of the Faculty Promotion Policy – Competitive Retention. Three applications were successful and the breakdown of the successful applications by level and gender is as follows:

Level	Female	Male
LAP > P	1	0
AP > P	0	1
P > FP	1	0
Total	2	1

There was one unsuccessful competitive retention application for promotion to Full Professor, from a male candidate.

SECTION 2 – CUMULATIVE STATISTICS 18th MAY 2016 TO 31st AUGUST 2021

339 applications have been fully assessed by the Faculty Promotions Committee over the past 5 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		
92	99	45	58	17	28	154	185	339	
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		
71	66	37	41	9	18	116	125	241	Numbers
77%	67%	82%	71%	53%	64%	75%	68%	71%	Success Rate

Fig. 12: Number of total applications, successful applications and success rate by gender and promotion pathway (2016-21) across the entire university.

The overall success rate for promotion is approximately 71% and this has been the case for the past two years. The success rate for female (75%) applicants is slightly higher than the success rate for male (68%) applicants.

A slightly higher number of male applicants have applied for a first stage promotion to Associate Professor; however, the percentage of female applicants being successful was higher (77% Vs 67%).

A similar trend has emerged at the second stage promotion to the Professor grade; again with a higher success rate for female applicants (82% Vs 71%).

A higher proportion of female candidates being promoted to the Full Professor grade in 2021 has increased the cumulative success rate of promotion from 46% in 2019/2020 to 53% in 2020/2021. Interestingly, the corresponding cumulative male success rate of promotion decreased over the past year from 75% to 64%. A smaller number of candidates applying for promotion to the Full Professor grade can result in substantial changes to the corresponding success rate.

2.2   Success Rate by Gender and College

Number of applications								
	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	**Totals**	
Male	20	6	34	33	47	45	**185**	Numbers
Female	36	11	7	41	20	39	**154**	
Total	**56**	**17**	**40**	**74**	**67**	**84**	**339**	

Successful applications								
	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	**Totals**	
Male	13	2	19	23	32	36	**125**	Numbers
Female	27	7	6	30	18	28	**116**	
Total	**40**	**9**	**25**	**53**	**50**	**64**	**241**	

	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	**Totals**	
Male %	65%	33%	56%	70%	68%	80%	68%	% Success Rate
Female %	75%	64%	86%	73%	90%	72%	75%	
Total %	**71%**	**53%**	**63%**	**72%**	**75%**	**76%**	**71%**	

Fig. 13a: Number of total applications and successful applications for promotion (2016-21) for each of the six colleges within the university.

Lowest %: The College with the lowest success rate is the College of Business with 53%; this may be explained by the small number of applications.   The highest success rate is that of female applicants from the College of Science, at 90%.

2.3   Application Rate by Gender and College

Total Applicants by College								
	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	Totals	
Male	20	6	34	33	47	45	**185**	Numbers
Female	36	11	7	41	20	39	**154**	
Total	**56**	**17**	**41**	**74**	**67**	**84**	**339**	
Total number of faculty excluding Full Professor								
Male	61	45	112	127	162	102	609	Numbers
Female	72	28	29	197	67	116	509	
Total	**133**	**73**	**141**	**324**	**229**	**218**	**1118**	
Percentage of faculty applying								
Male	33%	13%	30%	26%	29%	44%	30%	% Application Rates
Female	50%	39%	24%	21%	30%	34%	30%	
Total	**42%**	**23%**	**28%**	**23%**	**29%**	**39%**	**30%**	

Fig. 13b: Number of total applications and Total Number of Faculty excluding Full Professors (2016-21) 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 is approximately 6% per annum i.e. after 5 years 2016-2021, 30% of eligible faculty have applied for promotion, and this is equally the case for male and female applicants. The pattern has changed somewhat over the past academic year with an increase in the number of applications from the College of Business which has increased the overall

rate of application from 14% to 23% and which equals that from the College of Health and Agricultural Sciences. The College of Arts and Humanities now has the highest application rates across the university, with an overall application rate of 42% with that for females being 50%. The highest application rate for males is from the College of Social Sciences and Law. It is unclear why these are so much higher than the overall application rate of 30%, although it may be due to historic factors.

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 higher for female applicants who have a 75% success rate compared to the 68% male success rate. The highest male success rate of 80% is from the College of Social Sciences and Law with the College of Business having the lowest success rate for males at 33%. It should be noted, however, that the rate of application for males in the College of Business also remains low. The College of Science has the highest success rate for female candidates with a 90% success rate. Again, the College of Business has the lowest success rate at 64%, however, again the low applicant numbers largely explains 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	99	58	28	**185**
Female	92	45	17	**154**
Total	**191**	**103**	**45**	**339**
Total number of Faculty excluding FP				
Male	354	185	70	**609**
Female	355	112	42	**509**
Total	**709**	**297**	**112**	**1118**
Percentage of Faculty applying				
Male	28%	31%	40%	**30%**
Female	26%	40%	40%	**30%**
Total	**27%**	**35%**	**40%**	**30%**

Fig. 14: 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 at the first level of promotion from Lecturer/Assistant Professor to Associate Professor is the lowest application rate at 27%, with 28% eligible males applying for promotion over the past five years and 26% 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 represents almost two thirds of the total faculty eligible to apply for promotion.

Notably, the application rate of females is significantly higher at the second level of promotion from Associate Professor to Professor with 40% of eligible female faculty applying versus 31% male faculty. At the Full Professor level the application rate for females and males is the same, with both being 40%.

Section 1.6 provided data on the annualised application rates across the various Colleges: 6% of those eligible to apply in 2020/21 did so, which is in line with the 30% that applied over the cumulative five-year period, as indicated above in Fig. 13b.

Section 1.3 indicated that the 2019 GEAP targets were 51%, 39% and 36.5% respectively for promotions to the grades of Associate Professor, Professor and Full Professor, whilst the corresponding percentage of female promotions exceeded these targets and were 63%, 47% and 50%, respectively.

2.5   Applications by Age 2016 - 2021
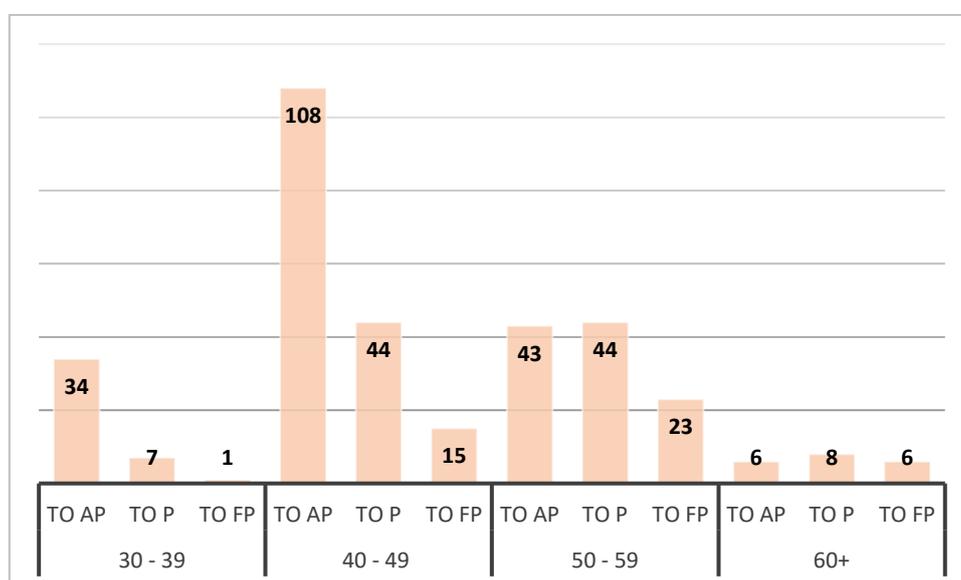
Fig. 15 illustrates the age profile of successful and unsuccessful candidates at all levels

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 have the most consistent spread of applications across all three levels, with marginally more applying for promotion from Associate Professor to Professor, and the lowest rate being at the application to Full Professor level. A similar picture emerges at the 60+ bracket, with a consistent spread applying at all three levels.

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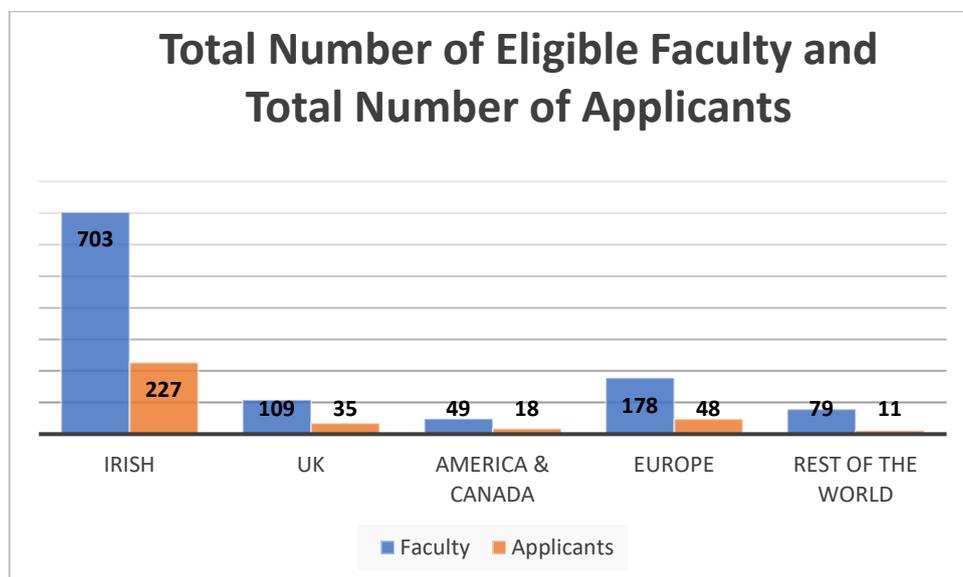
Fig 16 illustrates the nationality profile of eligible faculty and actual applicants. Note that "Europe" excludes those from Ireland and the UK and includes non-EU European nationals.

67% of all applications have come from Irish candidates (n=227). This is a significantly larger proportion than the 14% and 10%, respectively, of candidates who are of European (n=48) and UK nationalities (n=35). Those from the US and Canada (5%, n=18) and the rest of the world (3%, n=11) constitute the remaining applicants. These proportions correspond 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 aggregate evidence 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. There was a further slight increase in the 2020/2021 year, when it reached 76%. The success rate for applications that establish the prima facie case has varied over the past five years, with between 85 - 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 13% (in 2016-17) to 4% (in 2020-21).
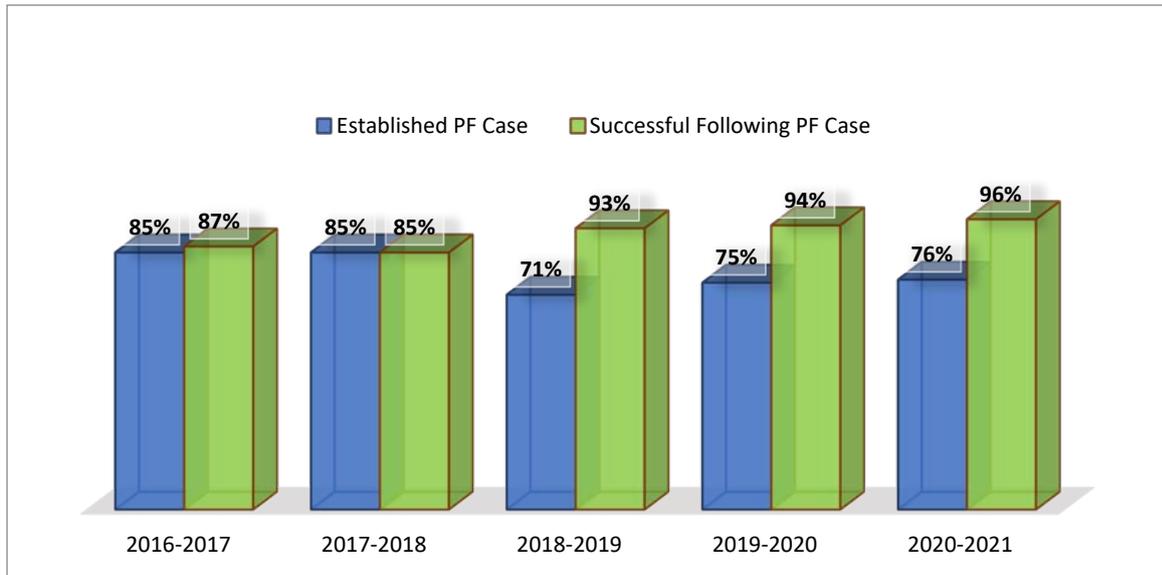
Fig. 17a: Prima facie cases, 2016-21
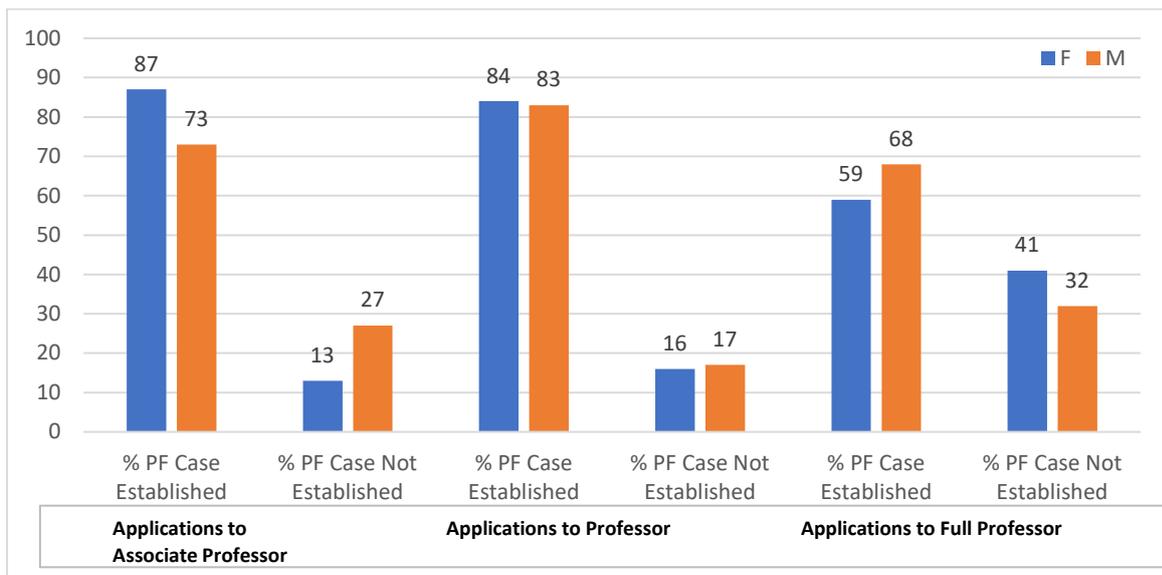
Fig. 17b: Prima facie cases by gender, 2016-21

2.8   Reapplications

Since the introduction of the rolling process for promotion in 2016 there have been 55 candidates who applied for promotion on more than one occasion. There has 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.

- 9 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.
- 12 candidates who were successful in their first application for promotion were unsuccessful when applying subsequently for promotion to the next level.
- 2 candidates were successful in their first application, unsuccessful in their subsequent application to the next level followed by a subsequent successful application.
- 1 candidate was unsuccessful on two occasions but successful on their third attempt.
- 5 candidates applied unsuccessfully for promotion on more than one occasion.

2.9   Application Processing Time

As of June 2021, the average number of weeks taken to process an application for promotion was 25 weeks from the point of submission to HR to the notification of the outcome of the application. The minimum processing timeframe was 2 weeks (associated with academic retention pathway application) ranging up to 60 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, as was the case in the spring of 2020 and 2021;
- The time taken to obtain External Assessor reports.

In 2019/2020 the addition of appeal items to the FPC's monthly Work Plan and the significant increase in applications in the months directly following the beginning of the Covid-19 pandemic contributed to a backlog of applications in the promotions system. Whilst the number of appeal items was lower in 2020/2021 the volume of applications received within short time frames has continued to impact the system, even though the FPC extended the duration of their monthly meetings. Interestingly, spring is emerging as a more common time in which faculty apply for promotion, as evidenced by the 30 applications received during the four-month period from March - June 2021 compared with 17 applications received in the preceding four months.
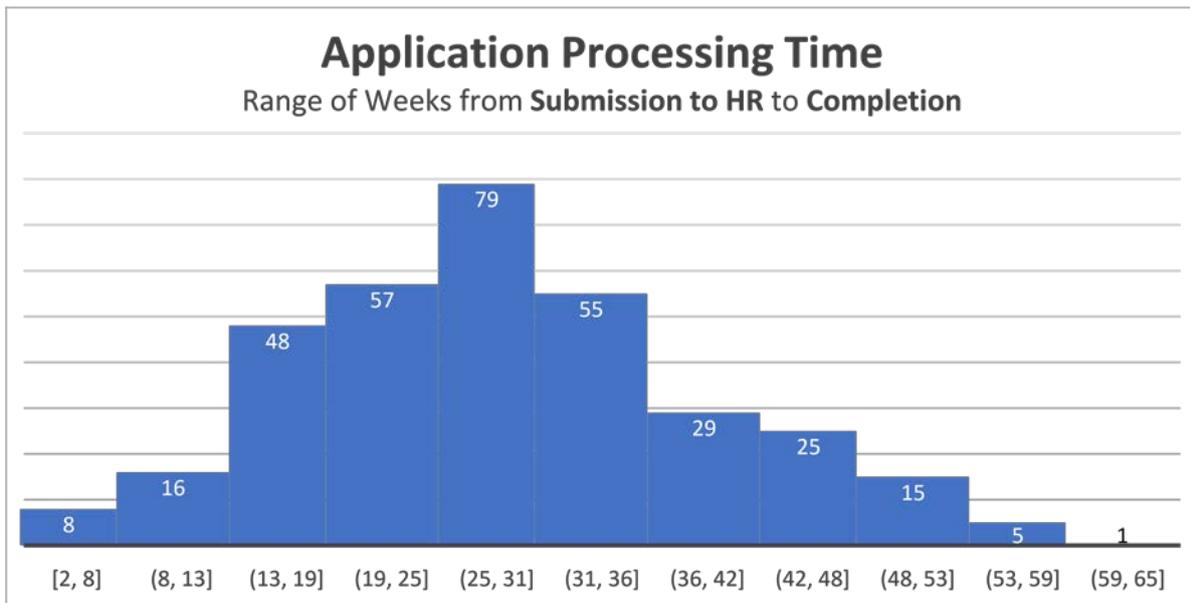
Fig. 18: *Application processing times (2016 – 2021)*

2.10   Academic Retention 2016 – 2021

Between 2016 and 2021 there have been 11 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	0	0	0
LAP > P	1	0	0	0
AP > P	0	3	0	1
P > FP	1	1	0	3
Total	**3**	**4**	**0**	**4**

SECTION 3 – A COMPARISON OF THE CURRENT AND PREVIOUS PROMOTION PROCESSES

The current rolling system for promotion has now been in operation for 5 years and there have been 241 promotions across all grades in the period 2016-21, as detailed in Section 2 of this report. It is timely, therefore, to undertake a comparison between the rolling system for promotion and the previous faculty promotion system, in which the last two promotion rounds were run in 2012/13 and 2007/08. Notably, the previous system operated sporadically, rather than annually, and had originally been designed and operated on the basis of competition and merit, whereas the current system operates solely on the basis of merit. The most meaningful comparison can be made between the two systems by comparing data detailed in Section 2 and that from the last promotion round in 2012/2013: both correspond to similar five-year periods.

Some factors, however, need to be considered in this comparison. The results of the promotion round of 2012/13 took effect from January 1st, 2014. Following lengthy discussions between the university and trade unions, the current rolling system was devised and launched in 2016. Various organisational changes to the structure of Colleges and Schools have taken place across the university since the previous promotion system had been used. A number of individuals have been considered in this comparison using the current College structures, rather than those that existed at the time of the 2012/2013 promotion round. It is also important to note that only permanent faculty were eligible to apply for promotion during the 2012/2013 round. This has impacted on a number of the statistics that follow, most notably the application rates. It should also be noted that for application to the first level of Associate Professor (Senior Lecturer at the time), Tenure[4] was a prerequisite to apply for promotion. This is no longer the case. Finally, the College of Business, until recently, went through a period of strong growth which saw them advertise a significant number of posts, in which internal applicants competed openly for promotion against external candidates.

3.1   2008-13 Success Rate by Gender and Promotion Pathway

Figure 12 in Section 2.1 outlined the success rate by gender and promotion pathway over the past 5 years, i.e., from 2016-21. The corresponding statistics for the five year period 2008-13 are summarised below in Fig. 19. The data demonstrate a number of significant differences:

o   The overall success rate when applying for promotion has increased from 44% to 71%. This increased success rate is manifest across all promotion grades and for both genders. The greatest increases are those associated with female and male promotions to the grade of Professor (more than doubled in both cases).

o   Broadly similar success rates are associated with male and female applicants under both systems. Under the current system, it has increased to 68% for male applicants and to 75% for female applicants (i.e., a 10% percentage difference), up from 45% for males and 42% for females (i.e., a 7% percentage difference) previously.

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[4] It was not possible to accurately determine the number of faculty who had Tenure at the time of application in 2012. Therefore, the full pool of faculty at the Lecturer/Assistant Professor level has been used.

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		
67	83	26	41	9	29	102	153	255	

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		
34	46	6	12	3	11	43	69	112	Numbers
51%	55%	23%	29%	33%	38%	42%	45%	44%	Success Rate

Fig. 19: Number of total applications, successful applications and success rate by gender and promotion pathway (2008-13) across the entire university.

3.2   Success Rate by Gender and College

Number of applications								
	A&H	B	E&A	H&AS	S	SS&L	Totals	
Male	18	6	24	28	46	31	**153**	Numbers
Female	26	1	2	30	17	26	**102**	
Total	**44**	**7**	**26**	**58**	**63**	**57**	**255**	

Successful applications								
	A&H	B	E&A	H&AS	S	SS&L	Totals	
Male	12	0	10	17	21	9	**69**	Numbers
Female	9	0	2	10	7	15	**43**	
Total	**21**	**0**	**12**	**27**	**28**	**24**	**112**	

	A&H	B	E&A	H&AS	S	SS&L	Totals	
Male %	67%	0%	42%	61%	46%	29%	45%	% Success Rate
Female %	35%	0%	100%	33%	41%	58%	42%	
Total %	**48%**	**0%**	**46%**	**47%**	**44%**	**42%**	**44%**	

Fig. 20: Number of total applications and successful applications for promotion (2008-13) for each of the six colleges within the university. Note: current college structures are used, rather than those used previously.

Figure 13a in Section 2.2 outlined the success rate by gender and college over the past 5 years, i.e., from 2016-21. The corresponding statistics for the five year period 2008-13 are summarised above in Fig. 20. With the exception of the College of Business for the reason noted earlier, the application rates were consistent across all five other colleges, at approximately 44%. The primary reason for such a uniform rate is linked to the historic process by which the number of promotions available across the entire university was allocated in proportion to the size of each college. Under the current

system, such proportioning does not occur and greater differences in the rates of application for each college exist. That of Engineering & Architecture is lowest (at 63%). While that of the College of Business is even lower (at 53%), this can be attributed to the expansion in the College mentioned above.

3.3   Application Rate by Gender and College

Total Applicants by College								
	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	Totals	
Male	18	6	24	28	46	31	**153**	
Female	26	1	2	30	17	26	**102**	Numbers
Total	**44**	**7**	**26**	**58**	**63**	**57**	**255**	
Total number of faculty excluding Full Professor								
Male	45	45	63	82	102	61	**398**	
Female	51	23	18	126	38	57	**313**	Numbers
Total	**96**	**68**	**81**	**208**	**140**	**118**	**711**	
Percentage of faculty applying								
Male	40%	13%	38%	34%	45%	51%	38%	% Application Rates
Female	51%	4%	11%	24%	45%	46%	33%	
Total	**46%**	**10%**	**32%**	**28%**	**45%**	**48%**	**36%**	

Fig. 21: Number of total applications and Total Number of Faculty excluding Full Professors (2008-13) for each of the six colleges within the university. The Percentage of Faculty Applying is also noted. Note: current college structures are used, rather than those used previously.

The application rate for the 2012/2013 promotion round differs somewhat from the cumulative picture over the last five years. Overall, the historic application rate was 36% (38% for males; 33% for females), and this compares with 30% overall (30% for both males and females) in the most recent five-year period, 2016-21. Again, the College of Business had, and continues to have, the lowest application rate. Apart from this, the Colleges of H&AS and E&A have consistently had the lowest application rates, whilst the Colleges of SS&L and A&H have consistently had the highest application rates with the College of Science having the third highest rate of application under both systems. The reason for this striking difference is unclear, and the UMT may wish to further investigate possible reasons for this.

3.4   Application Rate by Gender and Promotion Pathway

The application rates by gender and promotion pathway were similar in 2012/2013 for the first and second levels of promotion, i.e., 35% and 36%, as can be seen below in Fig. 22. The application rate for promotion to the highest grade of Full Professor was 43% for both genders. In overall terms, there was a slightly higher application rate for males (38%) than for females (33%). Encouragingly, the data seen earlier in Fig. 14 shows that there is greater gender equality in the application rates under the current promotion system. In particular, the overall application rate is 30% for both males and females, and is 40% for both males and females seeking promotion to the Full Professor grade. There

is a slightly greater percentage of females than males applying for promotion to the grade of Professor 40% Vs 31%), while the reverse is true for those seeking promotion to the grade of Associate Professor (27% male; 26% female).

	Lecturer/ Assistant Professor Lecturer to Associate Professor	Associate Professor to Professor	Professor to Full Professor	Totals
Total applicants by grade and Gender				
Male	83	41	29	**153**
Female	67	26	9	**102**
Total	**150**	**67**	**38**	**255**
Total number of Faculty excluding FP				
Male	214	117	67	**398**
Female	221	71	21	**313**
Total	**435**	**188**	**88**	**711**
Percentage of Faculty applying				
Male	39%	35%	43%	**38%**
Female	30%	37%	43%	**33%**
Total	**35%**	**36%**	**43%**	**36%**

Fig. 22: Number of promotion applications (2008-13) by gender at each level and the number of Faculty at each level. This shows the application rate by gender and promotion pathway.

3.5   Discussion

The overall success rates presented in Sections 2.1 and 3.1 (71% and 44%, respectively, for the current and previous promotion systems), can also be considered in terms of absolute numbers. An initial comparison between these rates might suggest that it has become dramatically easier for faculty to be promoted than it has been historically, and consequently that the financial burden of the present system is considerably greater than that of the previous system. However, neither of these conclusions would be correct. The current promotion process is intrinsically more open, transparent and unchanging than the previous system. Also, the previous system, by its design, discouraged individuals from applying for promotion since it essentially operated as a competitive system that limited promotional opportunities in accordance with government imposed limits: this served as a self-screening mechanism for faculty. In any case, 112 faculty were successfully promoted out of the total 711 faculty eligible to apply for promotion in the 2012/13 promotion round, i.e., 16% of eligible faculty applied successfully for promotion. This compares with the 241 successful promotions out of the total 1118 eligible for promotion between 2016-21, i.e., 22%. One reason for this increased success rate is partly explained by the 19 faculty who were promoted more than one grade under the current system, and the 7 faculty who were promoted under the competitive retention pathway that was introduced as part of the current promotion system. When this taken into account, it can be said that 19% (i.e., 215/1118) of eligible faculty applied successfully for promotion in the current five-year period, 2016-21. It cannot be said with certainty, but it is likely that the comparative figure of 16%

would have been greater in the 2012/13 promotion round if that had been launched solely on the basis of merit, without any competitive limits being imposed[5].

The success rates of both the previous and current systems are strikingly similar when considered in terms of gender, and it is clear that there has been a strong improvement in the pipeline of female applicants for promotion to the highest academic grade. The 2008-13 data shown in Figs 19 and 22 indicate that 33% of female applicants were successful in applying for promotion to Full Professor (compared to 38% of males), and that the percentage of all eligible male and female applicants was the same (both 43%). The corresponding data from the most recent five-year period, 2016-21, are shown in Figs 12 and 14, and these indicate that 53% of female applicants were successful in applying for promotion to Full Professor, compared to 64% of males. The percentage of all eligible male and female applicants was identical (both 40%). The difference between these female Vs male success rates in applying for promotion to Full Professor remains slightly stronger for males, when considered over these two five-year periods. Importantly, however, when these differences are considered on an annual basis, as shown in Figs 3 and 5 for the past year, it is clear that UCD's promotion system is beginning to rectify this historical imbalance.

When the absolute data of Figs 19 and 12 are compared for applicants being promoted to the most senior academic grade of Full Professor, the strengthened pipeline of females between these two five-year periods is evident. 9 females applied for promotion to Full Professor in 2008-13, with 3 being successful. The current corresponding data for 2016-21 indicates that there have been 17 applications from female candidates[6], with 9 being successful. Even more encouraging, in respect of strengthening the pipeline of female academics who may reach the most senior positions in the coming years, we can also see that there were 37 successful female applications for promotion to the grade of Professor in 2016-21, compared with only 6 for the period 2008-13.

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[5] When launched, the 2012/13 promotion round included a competitive element by which there was an imposed limit on the number of promotional positions available across the university. However, following the change of President, and before final completion of that promotion round, this competitive limit was removed.
[6] It is important to note that the new rolling system data is considered in terms of applications. To the Full Professor level there have been three female candidates who have applied on more than one occasion unsuccessfully. There has also been one male candidate who have been unsuccessful on more than one occasion and one male candidate who was initially unsuccessful and then successful in his second application. With the low numbers of applications to the Full Professor grade this has an impact on the statistics.

APPENDIX I – FACULTY PROMOTIONS COMMITTEE 1ST SEPTEMBER 2020 TO 31ST AUGUST 2021

Faculty Promotions Committee Membership	
Professor Mark Rogers, Chair	Registrar and Deputy President
Professor Lorraine Brennan	Health and Agricultural Sciences
Professor Danielle Clarke	Arts & Humanities
Professor Maeve Cooke	Social Sciences and Law
Professor Michael Gilchrist	Engineering & Architecture
Professor Lorraine Hanlon	Science
Professor Gary McGuire	Science
Professor Tadhg O'Keeffe	Social Sciences and Law
Professor Andrea Prothero	Business
Professor Regina Uí Chollatáin	Arts & Humanities

APPENDIX II

SUCCESSFUL PROMOTIONS

1ST SEPTEMBER 2020 TO 31ST AUGUST 2021

Promotion to Full Professor

1. Professor Claire Gormley, School of Mathematics and Statistics - *Competitive Retention*
2. Professor Stephen Gordon, School of Veterinary Medicine
3. Professor Padraig Dunne, School of Physics
4. Professor Donna Marshall, School of Business
5. Professor Gerardine Doyle, School of Business
6. Professor Rowland Stout, School of Philosophy

Promotion to Professor

1. Associate Professor Trudee Fair, School of Agriculture & Food Science
2. Associate Professor Bryan Markey, School of Veterinary Medicine
3. Associate Professor Claire Gormley, School of Mathematics & Statistics
4. Associate Professor Eamonn Jordan, School of English, Drama & Film
5. Associate Professor Fionnuala Dillane, School of English, Drama & Film
6. Associate Professor Colm McLaughlin, School of Business
7. Associate Professor Michael Staunton, School of History
8. Associate Professor Alison Hanlon, School of Veterinary Medicine
9. Associate Professor Jane Grogan, School of English, Drama & Film
10. Dr Lisa Ryan, School of Economics - *Competitive Retention*
11. Associate Professor Thomas Grund, School of Sociology - *Competitive Retention*
12. Associate Professor Donal Finn, School of Mechanical and Materials Engineering
13. Associate Professor Steven Loyal, School of Sociology
14. Associate Professor Dominic Zerulla, School of Physics
15. Associate Professor Eileen Gibney, School of Agriculture & Food Science

Promotion Associate Professor

1. Dr Máire Ní Shúilleabháin, School of Law
2. Dr Ainhoa Gonzalez Del Campo, School of Geography
3. Dr Bairbre Ní Fhloinn, School of Irish, Celtic Studies and Folklore
4. Dr Tom Curran, School of Biosystems & Food Engineering
5. Dr Alexander Thein, School of Classics
6. Dr Clare Hayes-Brady, School of English, Drama & Film
7. Dr Antoinette Perry, School of Biology & Environmental Science
8. Dr Naomi McAreavey, School of English, Drama & Film
9. Dr Ulrik McCarthy Persson, School of Public Health, Physiotherapy and Sports Science
10. Dr Sharae Deckard, School of English, Drama & Film

11. Dr Jamie Jones, School of Music
12. Dr Conor Mulvagh, School of History
13. Dr Stefanie Haller, School of Economics
14. Dr Benjamin Cowan, School of Information and Communication Studies
15. Dr Anne Mulhall, School of English, Drama & Film
16. Dr Dorota Piaskowska, School of Business
17. Dr Samantha Martin-Mcauliffe, School of Architecture, Planning and Environmental Policy
18. Dr Meriel McClatchie, School of Archaeology
19. Dr Chandralal Hewage, School of Biomolecular & Biomedical Science
20. Dr Gerard Cagney, School of Biomolecular & Biomedical Science
21. Dr Luca Crispi, School of English, Drama and Film
22. Dr Catherine Mooney, School of Computer Science
23. Dr Barbara Coughlan, School of Nursing, Midwifery and Health Systems
24. Dr Paula Carroll, School of Business
25. Dr Kazim Buyukboduk, School of Mathematics & Statistics
26. Dr Hanne Jahns, School of Veterinary Medicine
27. Dr Michael Lennon, School of Architecture, Planning and Environmental Policy
28. Dr Lennon Ó'Náraigh, School of Mathematics & Statistics
29. Dr Amalia Scannell, School of Agriculture and Food Science
30. Dr Helen Sheridan, School of Agriculture and Food Science