Faculty Promotions Report

# 1st September 2021 – 31st August 2022

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 2021 – 31st August 2022.

The membership of the Faculty Promotions Committee is outlined in Appendix I and a list of successful candidates during 2021/2022 is contained in Appendix II.

SECTION 1 – OUTCOME OF APPLICATIONS FOR PROMOTION (1st September 2021 – 31st August 2022)

65 applications[1] for promotion were assessed by the Faculty Promotions Committee[2] during the period 1st September 2021 – 31st August 2022. 34 applications were received from female candidates and 31 applications were received from male candidates.

1.1   Percentage of Total Applications by Gender
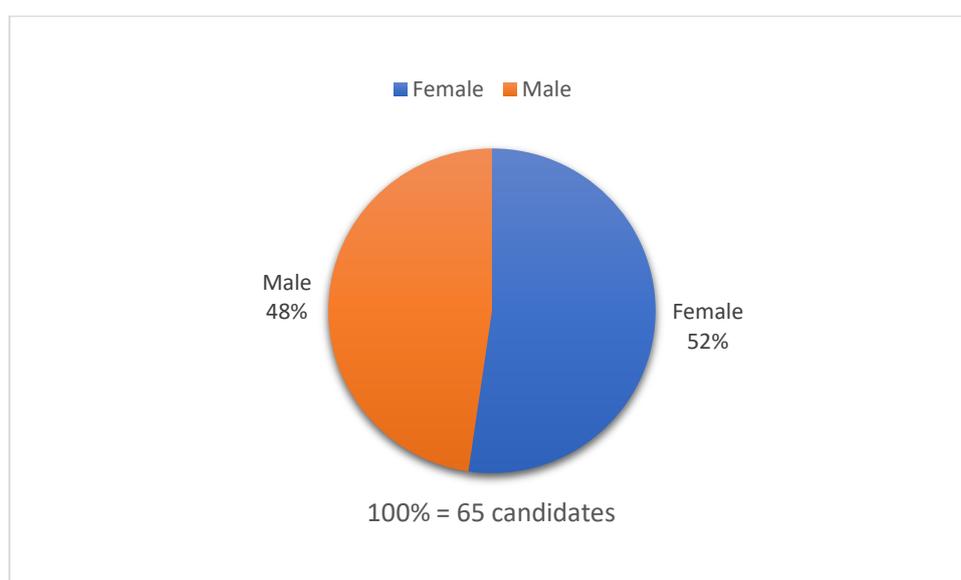
Fig. 1: Percentage of total applications for promotion (2021-22) by gender

---

[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
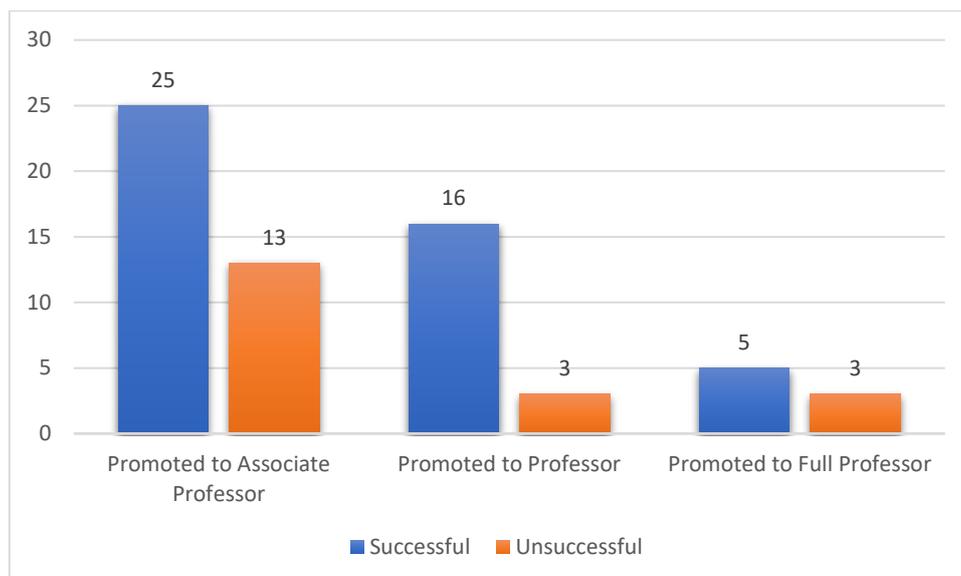
Fig. 2:   *Number of applications for promotion (2021-22) by decision and grade*

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 (cascade model) which is monitored on an annual basis. The GEAP targets for 2021 – 2022 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	48.85%	40.46%	38.46%
Percentage of Promoted Female candidates 2021/2022	52%	75%	60%
Percentage of Promoted Female candidates 2017 - 2022	51%	55%	39%

Fig. 3: GEAP targets for promotion to different grades, 2021-2022[i]

Figure 3 above illustrates that the GEAP target has been exceeded at all levels for the 2021 – 2022 academic year. It also demonstrates that taking the cumulative figure for the five year period 2017 – 2022, the 2021/22 GEAP target has also been exceeded at all three levels.

---

[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 (2021 for this report).

1.4   Number of Promoted Candidates by Gender and Grade
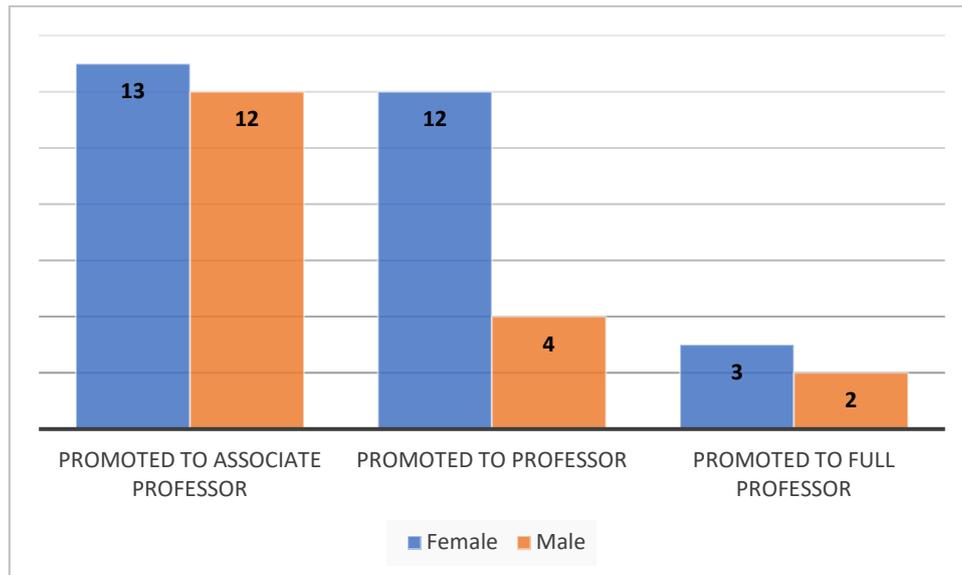
Fig. 4: Number of promoted candidates to each grade by gender (2021-22)

1.5   Success Rate by Gender and Grade
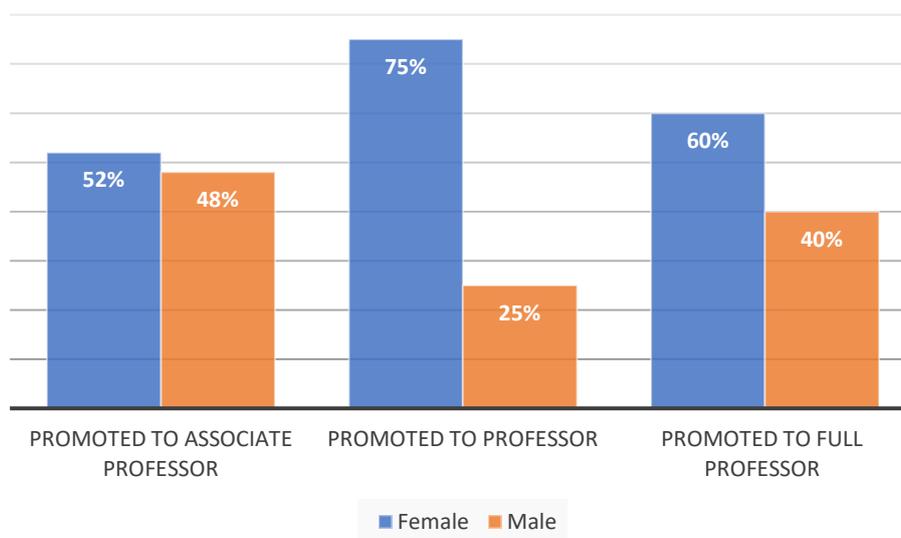
Fig. 5: Promotion success rates by gender and grade (2021-22)

Overall success rates remain strong with female candidates having a higher success rate at all three levels for promotion. 13/18 female and 12/20 female candidates were promoted to Associate Professor. At the Professor level, the success rate was exceptionally strong for female candidates with 12/12 promoted. 4/7 male candidates were also successfully promoted to Professor. At the Full Professor level, 3/4 promoted female candidates were promoted to Full Professor and 2/4 male candidates being successfully promoted.

1.6   Total Number of Applications Received by College and Grade
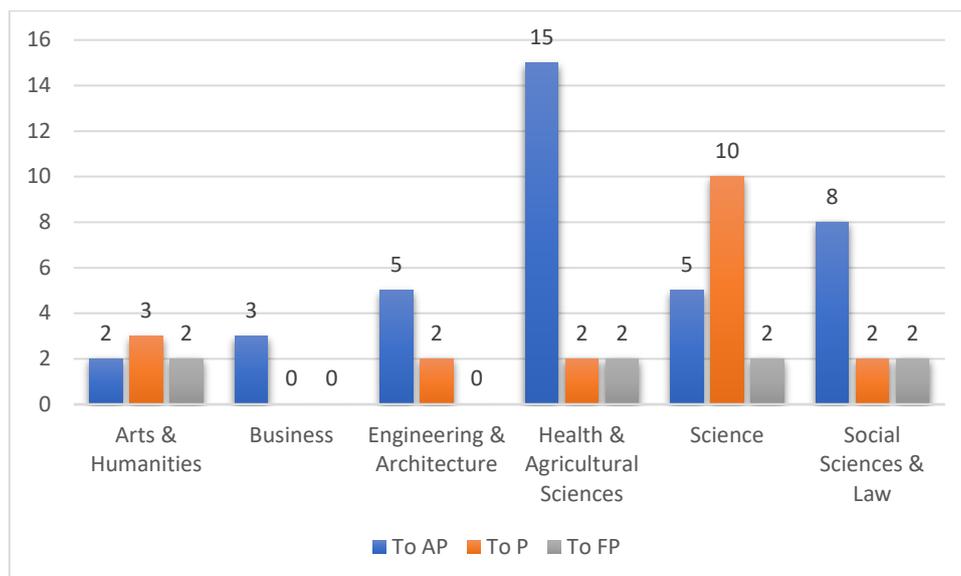
Fig. 6: Applications received from each College by grade, 2021-22

Applications were received from each College in the academic year 2021 - 2022. The College of Health and Agricultural Sciences had the highest number of applications with 19 candidates applying for promotion. The College of Science had the second highest number of applications with 17. The College of Social Sciences and Law had 12 applications. The Colleges of Arts and Humanities and Engineering and Architecture each had seven applications with the College of Business having the lowest number of applications with three applications.

Expressed as a percentage of faculty eligible to apply for promotion across each College, these figures are as follows:
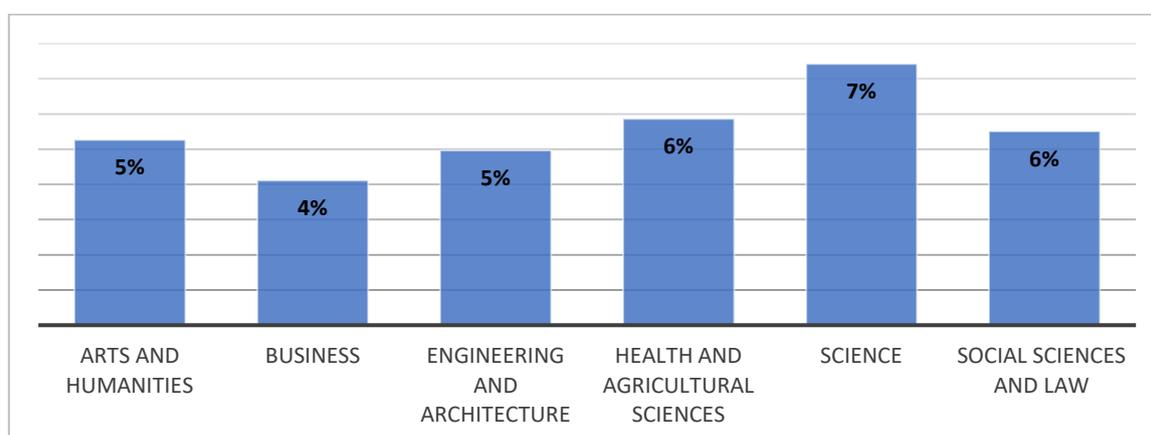
Fig. 7: Application rate of eligible faculty by College, 2021-22

1.7   Total Applications by Age and Grade
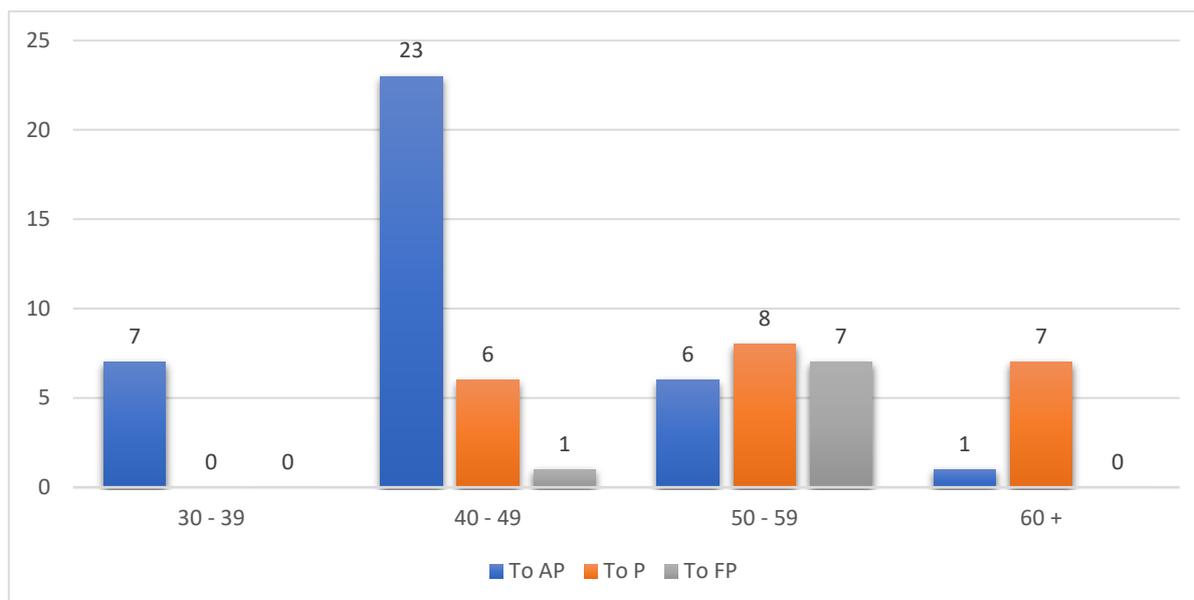
Fig. 8: Percentage of total applications to each grade, by age bands, 2021-22

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 50 out of the 65 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.

1.8   External Assessor Profile

In total, 48 of the 65 applicants established a prima facie case for promotion during 2021/2022. 371 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

25 out of 38 candidates established a prima facie case for promotion to Associate Professor at a breakdown of 13 females and 12 males. In total, 50 reports were obtained from External Assessors; 2 for each candidate. The breakdown of those external assessors is as per Fig. 9:
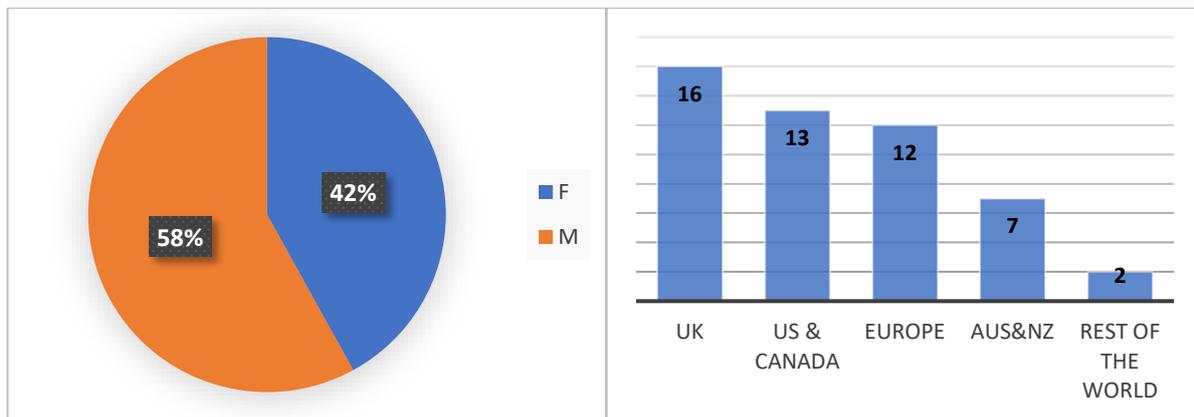
Fig. 9: External Assessor Gender and Geographical Profile for Associate Prof Applications

1.8.2 Associate Professor to Professor

16 out of the 17 candidates who established a prima facie case for promotion to Professor went on to be successful. The breakdown of these 16 candidates is 12 females to 4 males. In total 51 reports were obtained from External Assessors; 3 for each candidate. The breakdown of those external assessors is as shown below in Fig. 10:
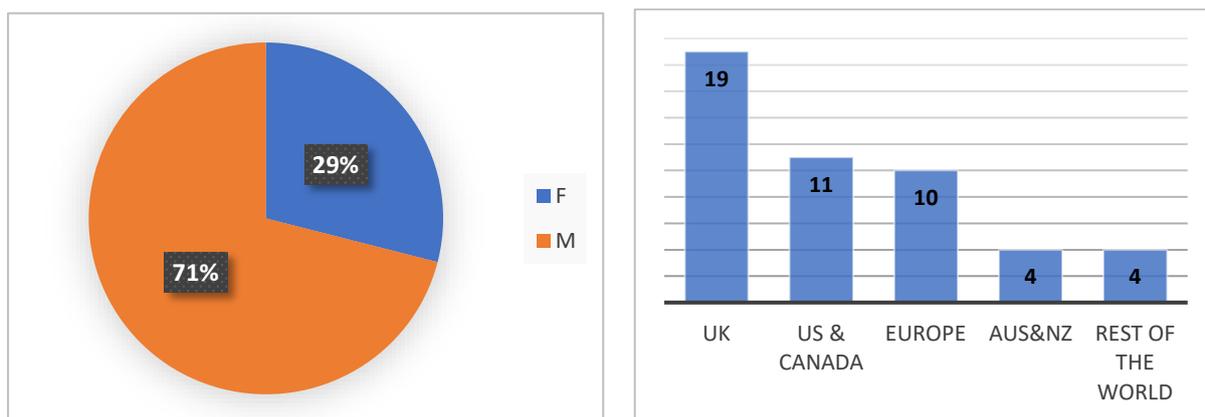
Fig. 10: External Assessor Gender and Geographical Profile for Prof Applications

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 3 females to 2 males. In total 15 reports were obtained from External Assessors; 3 for each candidate. The breakdown of those external assessors who provided reports is summarised in Fig. 11:
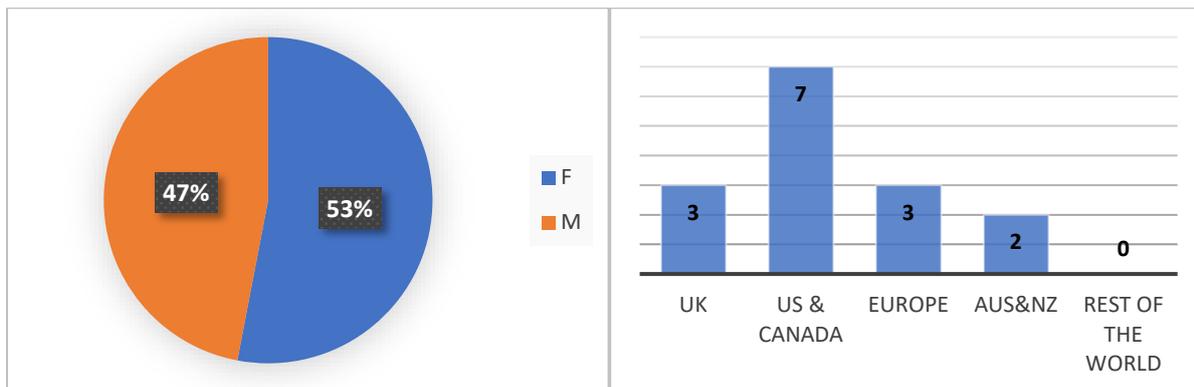
Fig. 11: *External Assessor Gender and Geographical Profile for Full Prof Applications*

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 2021 – 2022, the FPC provided three commentaries based on the number of appeals submitted to the Faculty Promotions Appeals Committee (FPAC). At the time of this report, two of the appeals were not upheld by the Faculty Promotions Appeals Committee with one awaiting a decision. A separate report regarding faculty promotion appeals is prepared by the Faculty Promotions Appeals Committee (FPAC).

1.10   Academic Retention 2021 – 2022

During the 2021 – 2022 academic year, one application for promotion was submitted under Section 20.1 of the Faculty Promotion Policy – Competitive Retention. One female candidate was promoted from Associate Professor to Professor.

SECTION 2 – CUMULATIVE STATISTICS FOR THE FIVE YEAR ROLLING PERIOD (1st SEPTEMBER 2017 TO 31st AUGUST 2022)

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.

326 applications have been fully assessed by the Faculty Promotions Committee over the 5 years period 1st September 2017 to 31st August 2022. 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		
89	97	52	45	17	26	158	168	326	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		
67	64	42	34	9	14	118	112	230	Numbers
75%	66%	81%	76%	53%	54%	75%	67%	71%	Success Rate

Fig. 12: *Number of total applications, successful applications and success rate by gender and promotion pathway (2017-22) across the entire university.*

The overall success rate for promotion is approximately 71%. This has been the case for the past three years. The success rate for female (75%) applicants is slightly higher than the success rate for male (66%) 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 (75% 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 (81% Vs 76%).

The number of female candidates being promoted to the Full Professor grade in 2022 has maintained a 53% success rate in 2021/2022. Interestingly, the corresponding cumulative male success rate of promotion decreased over the past year to 54%. 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 almost identical.

2.2   Success Rate by Gender and College

Number of applications								
	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	**Totals**	
Male	19	7	29	35	45	33	**145**	Numbers
Female	30	10	10	42	22	44	**181**	
Total	**49**	**18**	**39**	**77**	**67**	**77**	**326**	

Successful applications								
	A&H	**B**	**E&A**	**H&AS**	**S**	**SS&L**	**Totals**	
Male	12	1	15	27	30	27	**102**	Numbers
Female	22	7	7	32	20	30	**128**	
Total	**34**	**8**	**22**	**59**	**50**	**57**	**230**	

	A&H	B	E&A	H&AS	S	SS&L	Totals	
Male %	63%	14%	52%	77%	67%	82%	70%	% Success Rate
Female %	73%	70%	70%	76%	91%	68%	71%	
Total %	69%	44%	56%	77%	75%	74%	71%	

Fig. 13a: Number of total applications and successful applications for promotion (2017-22) 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	19	7	29	35	45	33	**145**	
Female	30	10	10	42	22	44	**181**	Numbers
Total	**49**	**18**	**39**	**77**	**67**	**77**	**326**	
Total number of faculty excluding Full Professor								
Male	65	43	111	122	159	94	594	
Female	73	28	34	205	65	116	521	Numbers
Total	**133**	**73**	**141**	**324**	**229**	**218**	**1115**	
Percentage of faculty applying								
Male	29%	16%	26%	29%	28%	35%	24%	% Application Rates
Female	41%	36%	29%	20%	34%	38%	35%	
Total	**37%**	**25%**	**28%**	**24%**	**29%**	**35%**	**29%**	

Fig. 13b: Number of total applications and Total Number of Faculty excluding Full Professors (2017-22) 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, 29% of eligible faculty have applied for promotion over the past 5 years, Interestingly, the application rate for female candidates is considerably higher at 35% than for male candidates at 24%. The figure for the 5 year period from 2016 – 2021 was the same for both female and male candidates at 30%.

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 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	97	45	26	**168**
Female	89	52	17	**158**
Total	**186**	**97**	**43**	**326**
Total number of Faculty excluding FP				
Male	348	179	67	**594**
Female	355	115	51	**521**
Total	**703**	**294**	**118**	**1115**
Percentage of Faculty applying				
Male	28%	25%	39%	**28%**
Female	25%	45%	33%	**30%**
Total	**26%**	**33%**	**36%**	**29%**

Fig. 14: Number of promotion applications (2017-2022) 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 26%, with 27% eligible males applying for promotion over the past five years and 25% 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 almost two thirds (63%) 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 25% male faculty. At the Full Professor level, the application rate for males is slightly higher than that of female candidates at 39% to 33% respectively.

## 2.5 Applications by Age 2017 – 2022
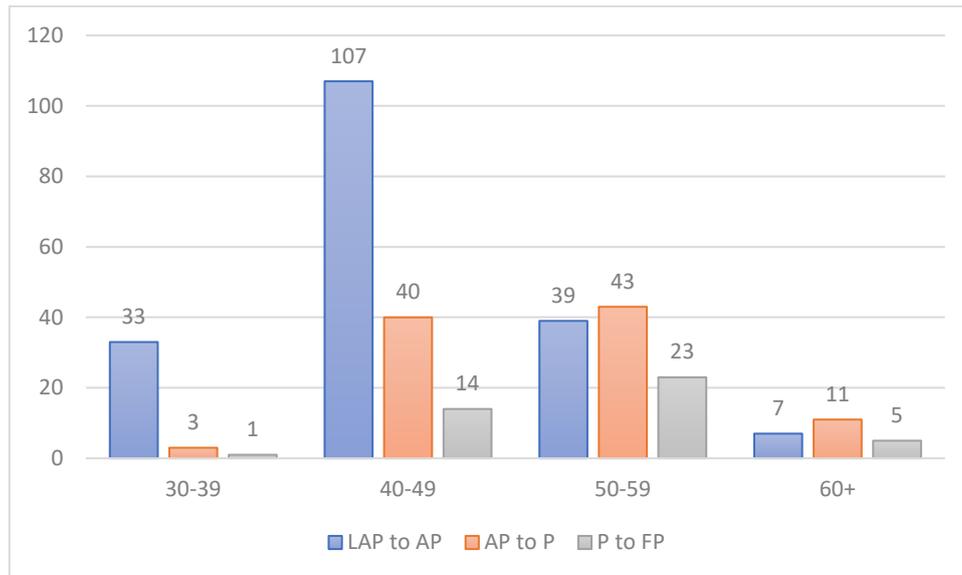
Fig. 15 *illustrates the age profile of successful and unsuccessful candidates at all levels*

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 continue to 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, mirroring the pattern of those aged between 50 – 59.

2.6   Nationality

The profile of eligible faculty and applications by nationality is broken down as follows:
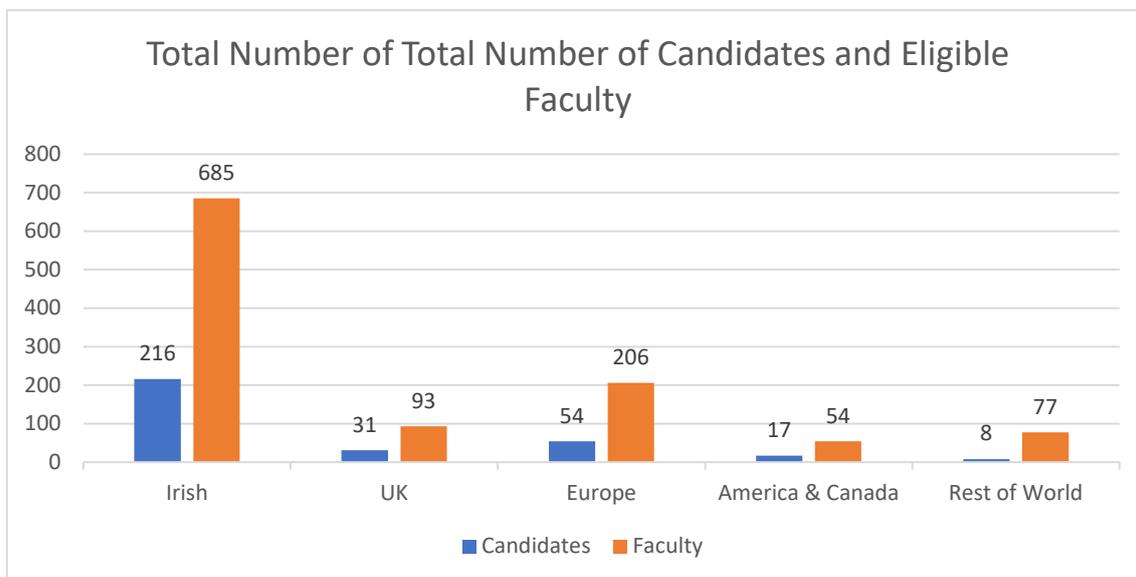
Fig 16 *illustrates the nationality profile of eligible faculty and actual applicants. Note that "Europe" excludes those from Ireland and the UK and includes non-EU European nationals.*

66% of all applications have come from Irish candidates (n=216). This is a significantly larger proportion than the 10% and 17%, respectively, of candidates who are of UK (n=31) and European nationalities (n=54). Those from the US and Canada (5%, n=17) 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., 61% Irish, 8% UK, 18% European (excluding Irish and UK), 5% US and Canadian, and 7% rest of the world.

The following table shows the data for the five year period, 1st September 2017 to 31st August 2022, in terms of applications by nationality and the outcome of these applications.
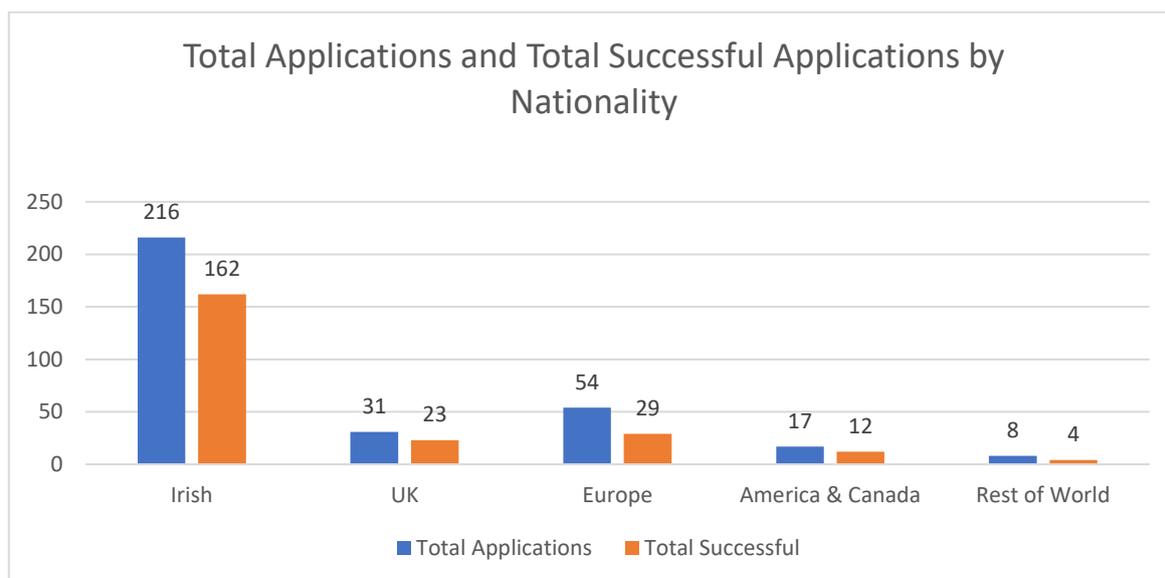

Fig 17 *illustrates the nationality profile of the total number of applicants between 01/01/2017 and 31/08/2022 and the total number of successful applicants for the same period. Note that "Europe" excludes those from Ireland and the UK and includes non-EU European nationals.*

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 2017/2018, 60 out of 71 candidates established a prima facie case. 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%. In 2021/2022, 48 out of 65 applicants established a prima facie case. At 74% this is slightly lower than the previous year.

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 15% (in 2017-18) to 4% (in 2021-22).
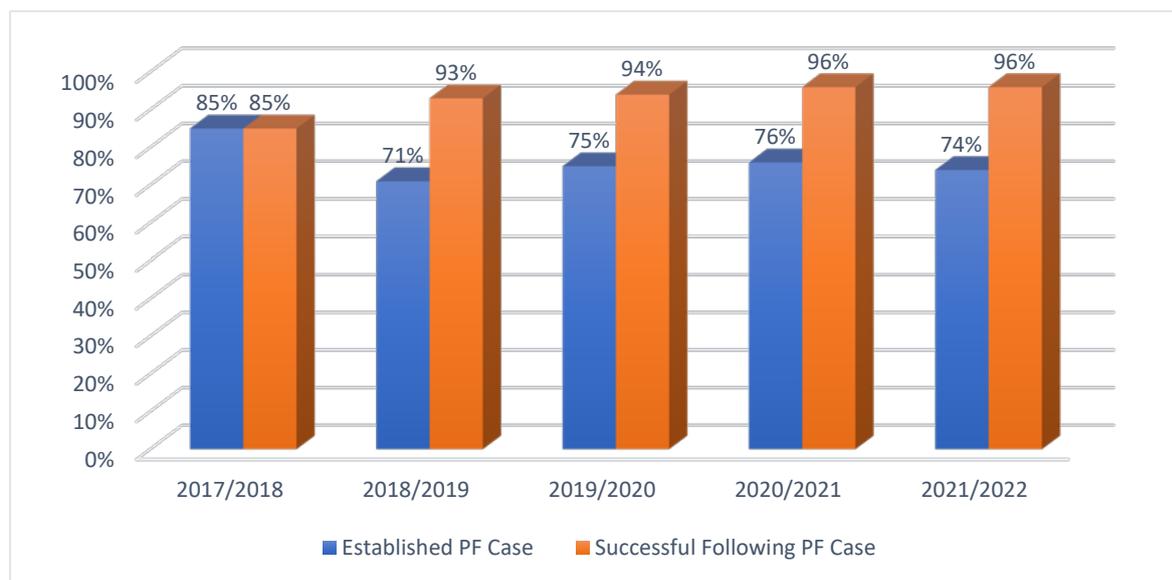

Fig. 18a: Prima facie cases, 2017-22
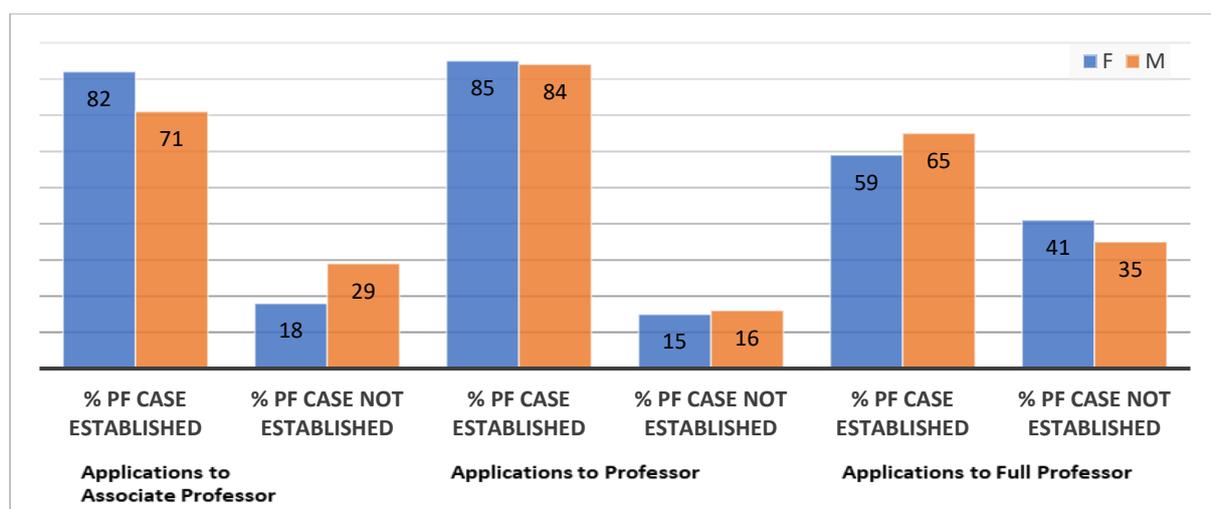
Fig. 18b: Prima facie cases by gender, 2017-22

2.8   Reapplications

Between 1st September 2017 and 31st August 2022, 47 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:

- 28 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.
- 4 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.
- 4 candidates applied unsuccessfully for promotion on more than one occasion.

2.9   Application Processing Time

Between 1st September 2017 and 31st August 2022, the average number of weeks taken to process an application for promotion was 30 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 25 weeks during the period 2016 – 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, 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 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.
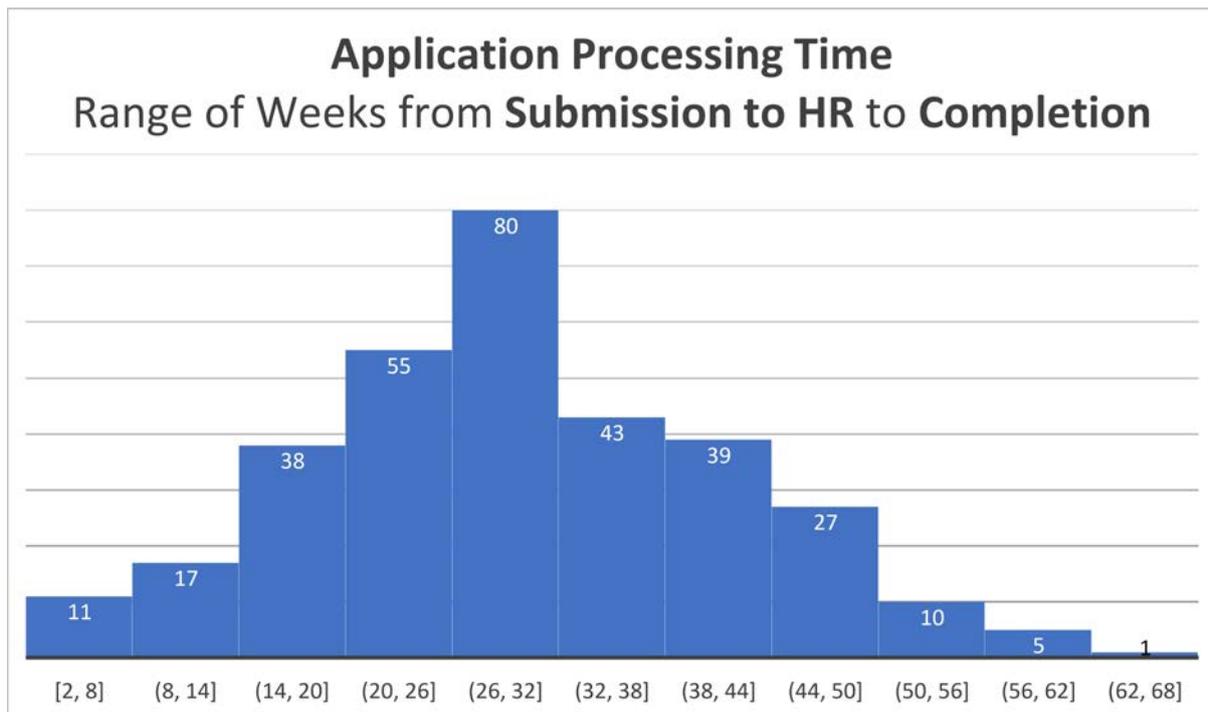
Fig. 19: *Application processing times (2017 – 2022)*

2.10   Academic Retention 2017 – 2022

Between 2017 and 2022 there have been 8 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	1	1	0	1
P > FP	1	1	0	1
Total	**4**	**2**	**0**	**2**

APPENDIX I – FACULTY PROMOTIONS COMMITTEE 1ST SEPTEMBER 2021 TO 31ST AUGUST 2022

Faculty Promotions Committee Membership	
Professor Mark Rogers, Chair (1st September 2021 to 23rd March 2022	Registrar and Deputy President
Professor Barbara Dooley, Chair (24th March 2022 to 31st August 2022)	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 Lorraine Hanlon	Science
Professor Anne Keegan	Business
Professor Gary McGuire	Science
Professor Tadhg O'Keeffe	Social Sciences and Law

APPENDIX II

SUCCESSFUL PROMOTIONS

1ST SEPTEMBER 2021 TO 31ST AUGUST 2022

Promotion to Full Professor

1. Professor Bettina Migge, School of Languages, Cultures and Linguistics
2. Professor Frank Monahan, School of Agriculture and Food Science
3. Professor Michelle Norris, School of Social Policy, Social Work and Social Justice
4. Professor Tadhg O' Hannrachain, School of History
5. Professor Aisling Reynolds – Feighan, School of Economics

Promotion to Professor

1. Associate Professor Karen Anderson, School of Social Policy, Social Work and Social Justice
2. Associate Professor Michela Bertolotto, School of Computer Science
3. Associate Professor Theo De Waal, School of Veterinary Medicine
4. Associate Professor Evelyn Doyle, School of Biology and Environmental Science
5. Associate Professor Ursula Fanning, School of Languages, Cultures and Linguistics
6. Associate Professor Gabrielle Kelly, School of Mathematics and Statistics
7. Associate Professor Sheila McBreen, School of Physics
8. Associate Professor Paul McCabe, School of Biology and Environmental Science
9. Associate Professor Pauline Mellon, School of Mathematics and Statistics
10. Associate Professor Niamh Moore – Cherry, School of Geography
11. Associate Professor Meidhbhín Ní Úrdail, School of Irish, Celtic Studies and Folklore
12. Associate Professor Karina Pierce, School of Agriculture and Food Science
13. Associate Professor Francesco Pilla, School of Architecture, Planning and Environmental Policy
14. Associate Professor Emma Sokell, School of Physics
15. Associate Professor James Sullivan, School of Chemistry
16. Associate Professor Brendan Williams, School of Architecture, Planning and Environmental Policy

Promotion Associate Professor

1. Dr Terry Barrett, School of Education
2. Dr Tomás Barry, School of Medicine
3. Dr Conor Buggy, School of Public Health, Physiotherapy and Sports Science
4. Dr Julie Byrne, School of Business
5. Dr Philip Cardiff, School of Mechanical and Materials Engineering
6. Dr Eoin Cummins, School of Medicine
7. Dr Mark Dukes, School of Mathematics and Statistics
8. Dr Kate Frazer School of Nursing, Midwifery and Health Systems
9. Dr Eileen Furlong, School of Nursing, Midwifery and Health Systems
10. Dr Monica Gorman, School of Agriculture and Food Science
11. Dr Olive Lennon, School of Public Health, Physiotherapy and Sports Science

12. Dr Chenguang (Franci) Li, School of Agriculture and Food Science
13. Dr Conor Lucey, School of Art History and Cultural Policy
14. Dr Conor McAloon, School of Veterinary Medicine
15. Dr Paul Murphy, School of Agriculture and Food Science
16. Dr Muireann Ní Raghallaigh, School of Social Policy, Social Work and Social Justice
17. Dr Cliona O'Connor, School of Psychology
18. Dr James O'Donnell, School of Mechanical and Materials Engineering
19. Dr Sharleen O'Reilly, School of Agriculture and Food Science
20. Dr Cliona O'Sullivan, School of Public Health, Physiotherapy and Sports Science
21. Dr Niamh O'Sullivan, School of Biomolecular and Biomedical Science
22. Dr Mark Scanlon, School of Computer Science
23. Dr Cliona Skelly, School of Veterinary Medicine
24. Dr Krishna Chaitanya Vadlamannati, School of Politics and International Relations
25. Dr Barry Wardell, School of Mathematics and Statistics