Benchmarking Project

Academic Promotions Policies & Processes

The project builds on a 2009 UK Higher Education Academy report by University of Leicester on reward & recognition for teaching and internationally recognised work at University of Wollongong on promotions criteria and peer review of teaching-related activities. Both projects pointed to the need to bridge the gap between policy and practice in academic promotion in order to better recognise teaching as core to academic work and therefore core to the assurance of standards in higher education.

International in reach, this project involves two British and two Australian universities developing a Benchmarking Framework for:

- sharing and comparing promotions policies and processes
- collecting evidence of impact such as data from promotions committees and staff perceptions of promotion processes.

The Benchmarking Framework will be trialled in the four universities and validated with sixteen further universities in order to produce a framework which can be adopted and adapted across the higher education sector in the UK and Australia.

Core Project Team

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Project Timeline

Jul-Aug 2012  
Develop theoretical benchmarking framework and self-review benchmarking template with performance

Sept 2012  
Revise self-review template; Develop survey/interview questions for promotion applicants and Promotions

Oct-Nov 2012  
Undertake self-review at the four universities, analyse survey data and collate self-review reports

Nov 2012  
Peer Review workshop for the four universities in Hobart, Tasmania

Jan 2013  
Finalisation of resources for broader dissemination nationally and internationally; Feedback from Advisory Group

Mar 2013  
Dissemination Summit in Australia

Apr 2013  
Dissemination Summit in UK

May 2013  
Evaluation, Final Report, Framework and Resources

Project Officers

Anne Melano & Jan Sullivan (Wollongong), Craig Bartle (Leicester), Dr Cassandra Saunders (Tasmania), Elaine Hall (Newcastle)