

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

Prof Sandra Wills (AUS Project Leader) & A/Prof Christine Brown	University of Wollongong
Prof Annette Cashmore (UK Project Leader) & Dr Chris Cane	University of Leicester
Prof David Sadler & Dr Sara Booth (Project Coordinator)	University of Tasmania
Prof Stephen McHanwell & Sue Robson	Newcastle University

External Evaluator

Prof Dorothy Whittington , Emeritus Professor	University of Ulster
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International Advisory Group: Australia

Prof Shirley Alexander , DVC & VP (Teaching, Learning & Equity)	University of Technology Sydney
Prof Denise Chalmers , Director, Centre for Advancement of Teaching & Learning	University of Western Australia
Prof Geoff Crisp , Dean, Learning & Teaching	Royal Melbourne Institute of Technology
Prof Kerri-Lee Krause , PVC (Education)	University of Western Sydney
Emeritus Prof Adrian Lee , formerly DVC (Academic)	University of New South Wales
Prof Arshad Omari , DVC (Academic)	Edith Cowan University
Prof Robyn Quin , formerly DVC (Education)	Curtin University
Prof Judyth Sachs , Provost	Macquarie University

International Advisory Group: United Kingdom

Prof Gavin Brooks , PVC (Teaching & Learning)	The University of Reading
Prof Lesley-Jane Eales-Reynolds , PVC	Kingston University
Prof Mick Healey , Emeritus Professor	University of Gloucestershire
Prof Dai Hounsell , VP, Academic Enhancement	University of Edinburgh
Prof Janice Kay , DVC (Education)	University of Exeter
Dr Jeanne Keay , Assistant Director & Head of International Strategy	Higher Education Academy
Prof Nick Lieven , PVC	University of Bristol
Prof Allison Littlejohn , Director, Caledonian Academy	Glasgow Caledonian University

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)