

Academic Promotions 2022

Information Session for Teaching & Research (TR) and Teaching, Scholarship & Professional Practice (TSPP)





Introduction

The mission of the university is to produce highly employable graduates who are 'day one work ready' and produce research that has a positive social impact.

FNU is a vocational university and its programmes are aligned with the needs of employers and society. Toward achieving these goals, we need qualified academic staff who excel as teachers, researchers, scholars and practitioners.

This can be achieved by providing academics with two pathways to excel and progress their careers at FNU:

- 1 . Teaching and Research (TR)
2. Teaching Scholarship and/or Professional Practice (TSPP).



Promotion Criteria

Teaching and
Research (TR)
Pathway

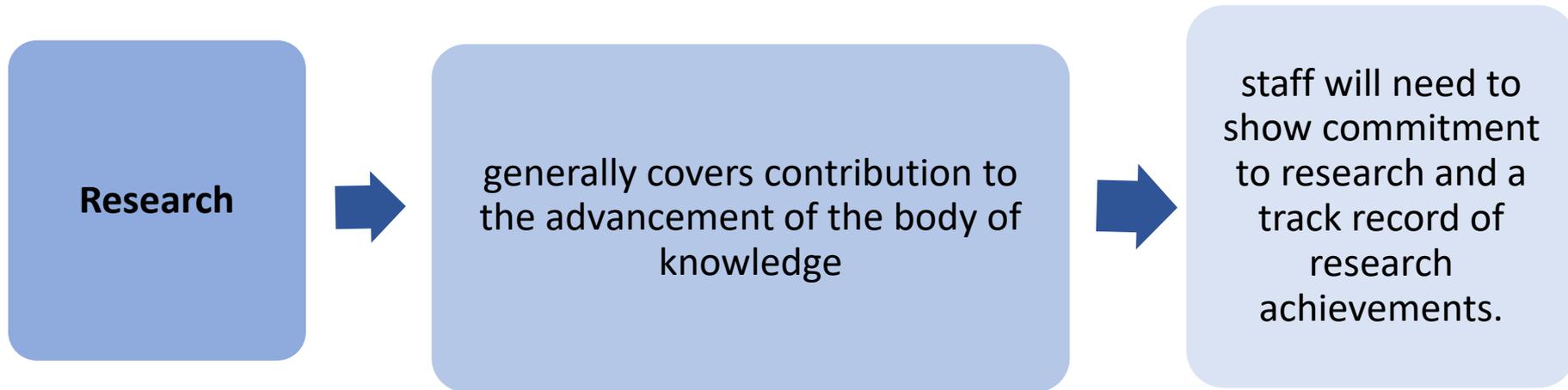
- Teaching
- Research
- Community Service
- University Service
- Academic Leadership

Teaching, Scholarship
& Professional
Practice (TSPP)
Pathway

- Teaching
- Scholarship
- Professional Practice
- Community Service
- University Service
- Academic Leadership

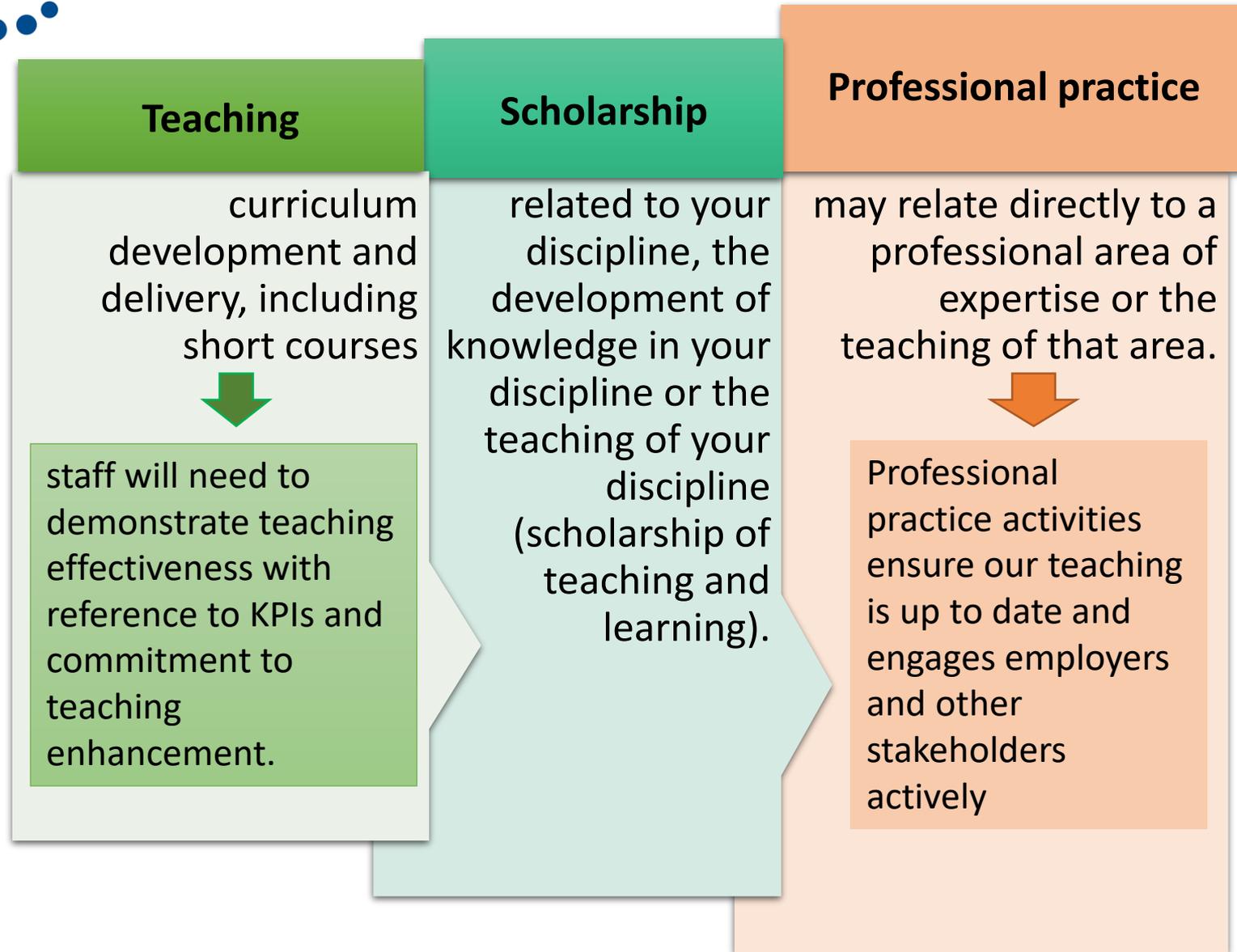


Teaching and Research (TR) Pathway





Teaching, Scholarship & Professional Practice (TSPP) Pathway





Criteria Common to Teaching & Research (TR) and Teaching, Scholarship and Professional Practice (TSPP) Pathways

Teaching

Community
Service

University
Service

Academic
Leadership



Evidence: Teaching (TR & TSPP)

Courses (units) taught in last three years

Student performance (pass rates, average GPA, etc.) in courses taught – holistic judgement will be applied

Most significant Learning and Teaching achievements in designing, developing and delivering courses

Evidence of your recognition as a teacher

Evidence of the continuous professional development activities

Evidence of the way you link your teaching to the needs of employers and society



Evidence: Community Service (TR & TSPP)

Volunteering in the community

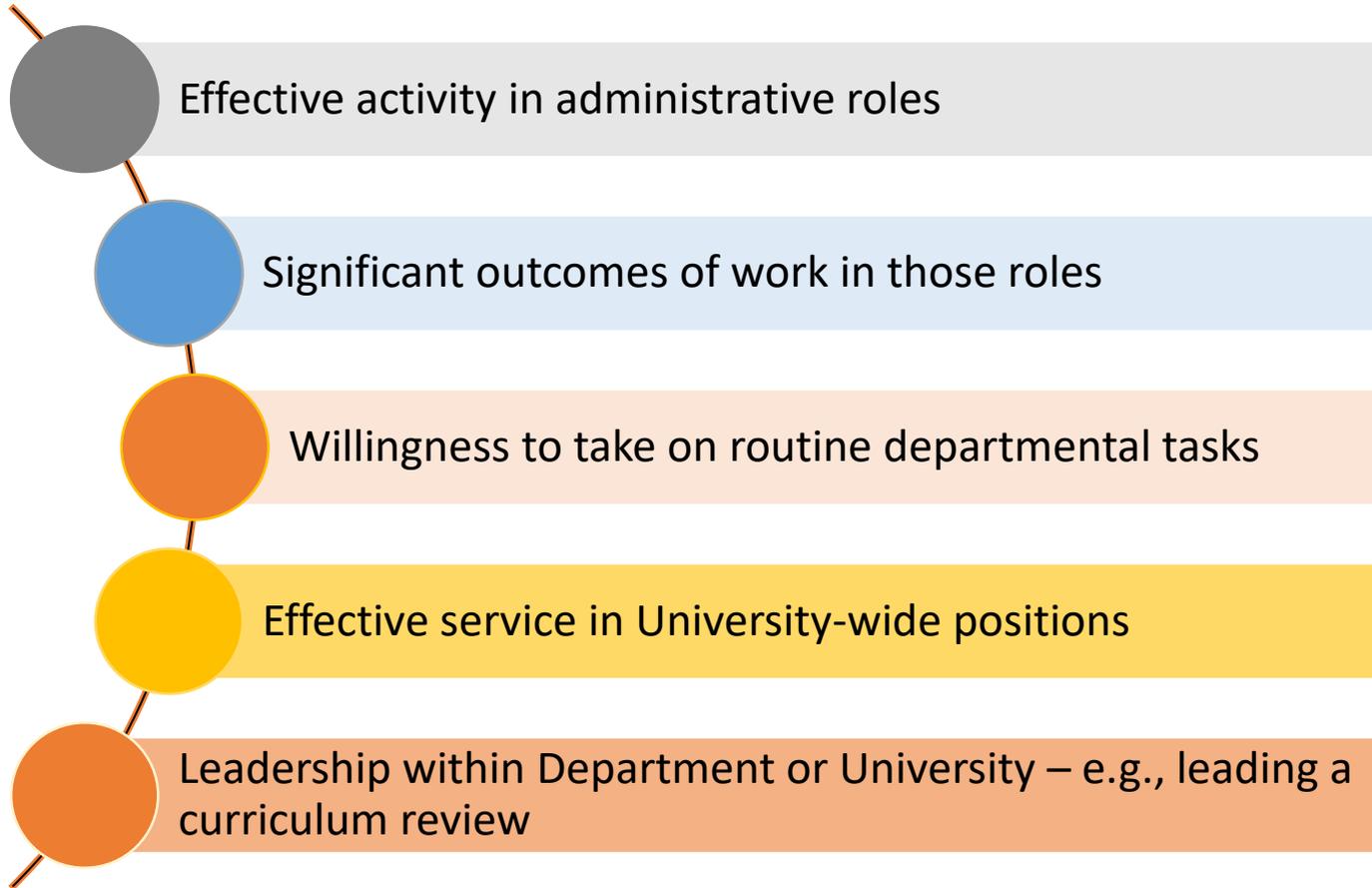
Involvement with cultural activities

Work with community groups

Outreach work with students



Evidence: University Service (TR & TSPP)





Evidence: Academic Leadership (TR & TSPP)

Formal leadership role in the University (Head of Department, Head of School, etc.)

Research leadership developing the research talents of other academics

Leadership of staff members involved in developing undergraduate or postgraduate teaching

Leadership in the community beyond the University, particularly in professional organisations and institutions and in industrial and/or government and business activities

- Note: This criteria is ONLY applicable to staff applying for the following positions: **Associate Professor, Professor, Senior Instructor and Principal Instructor**



Criteria Unique to Teaching & Research (TR) and Teaching, Scholarship and or Professional Practice (TSPP)

Research (TR)

Scholarship (TSPP)

Professional Practice (TSPP)



Evidence: Research (TR)

Peer-reviewed journal articles in the last three years (quartile in Scimago rankings of Scopus-indexed journals/ ABDC journal rankings)

Published reports in the last three years

Conference papers in last three years

Books / book chapters in the last three years

Other research outputs

Research grants / consultancy income in last three years

Thesis students supervised to completion in last three years



Evidence: Scholarship (TSPP)

Conducting
Consultancy (for
industry)

Engagement
with external
stakeholders

Advisory roles
within FNU,
industry,
government or
other bodies

Creating various
outputs such as
publications,
books,
textbooks,
blogs, etc

Roles in
disciplinary
societies

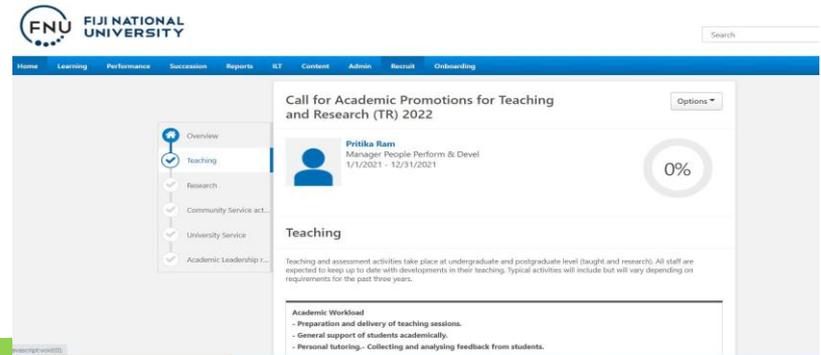


Evidence: Professional Practice(TSPP)

- Industrial attachment in the last three years (employer, role, length of service)
- Evidence of applying knowledge and skills from industrial attachment to the courses taught
- Contributing to national/international policy
- Consulting activities
- Development and presentation of short courses for industry
- Continuing professional development activities to upgrade industry knowledge
- Participation in organised events that focus on the developments in industry or the profession
- Applied research outputs in the last three years



Some basics: applying

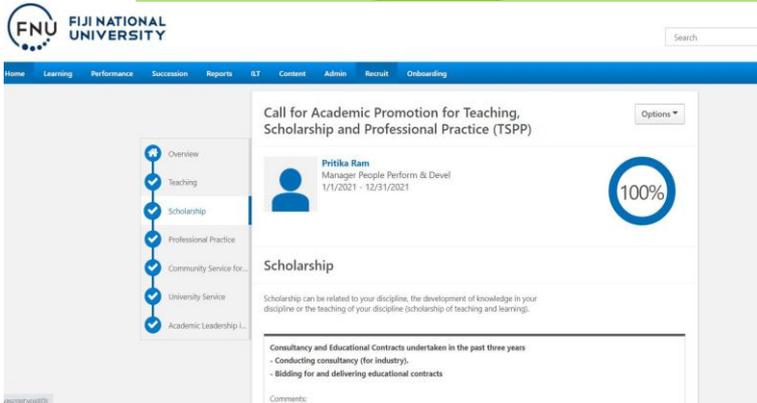


Use the official online application forms

Do not exceed the word limits

Complete the form and attach evidences

Submit your online application by 31 March 2022





Assessment Process (Stage 1)

College Promotions Committee:

- Dean (Chair)
- Two Associate Deans (Learning and Teaching, and Research)
- One Professor (elected by the academic staff of the College)
- One Dean from another College (appointed by the Vice-Chancellor)
- Director Human Resources or nominee (non-voting)

NTPC/FMA Promotions Committee:

- Director/CEO (Chair)
- Two Head of Department
- One Dean from another College (appointed by the Vice-Chancellor)
- Director Human Resources or nominee (non-voting)



Assessment Process (Stage 1)

College/NTPC/FMA Promotions Committee will consider all applications *except promotion to Professor/Clinical Professor*



Recommendations:

- Support the application to advance to University Promotions Committee
- Decline application



Process for Professors/Clinical Professors

Applications plus full *curriculum vitae* will be sent to two international independent reviewers

Applications plus reviewers' reports will go directly to Stage 2



Assessment Process (Stage 2)

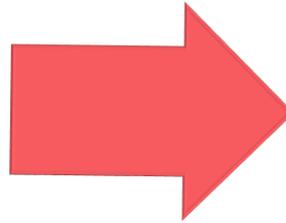
University Promotions Committee:

- Vice Chancellor (Chair)
- Two Pro-Vice Chancellors (Learning and Teaching, and Research)
- Five Deans
- Director, National Training and Productivity Centre
- Chief Executive Officer – Fiji Maritime Academy
- Independent Assessor from another university (appointed by the Vice-Chancellor)
- Director Human Resources (non-voting)



Assessment Process (Stage 2 cont'd)

University Promotions Committee will consider all applications supported by College plus all applications for Professor/Clinical Professor

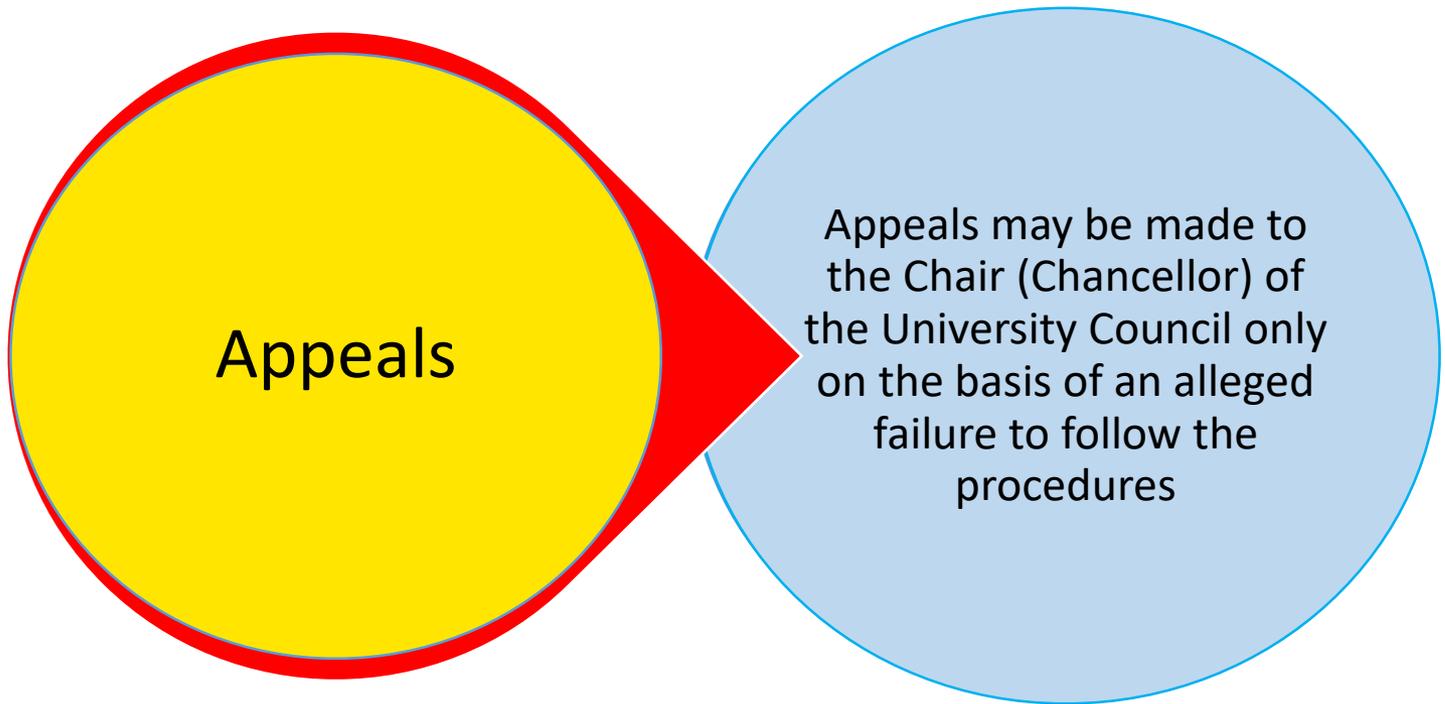


Outcomes:

- Approve promotion
- Reject application: applicants will receive clear written feedback on the areas where they need to improve



Appeals





Applications should be submitted online.

No hardcopy applications will be accepted.

1. https://www.fnu.ac.fj/wp-content/uploads/2021/11/Academic-Promotion-Notes-for-Applicants_TSPP.pdf

2. https://www.fnu.ac.fj/wp-content/uploads/2021/11/Academic-Promotion-Notes-for-Applicants_TR.pdf

All queries on academic promotions can be directed on email: ap@fnu.ac.fj