

## 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**

generally covers  
curriculum  
development and  
delivery

staff will need to  
demonstrate  
teaching  
effectiveness with  
reference to KPIs  
and commitment  
to teaching  
enhancement.

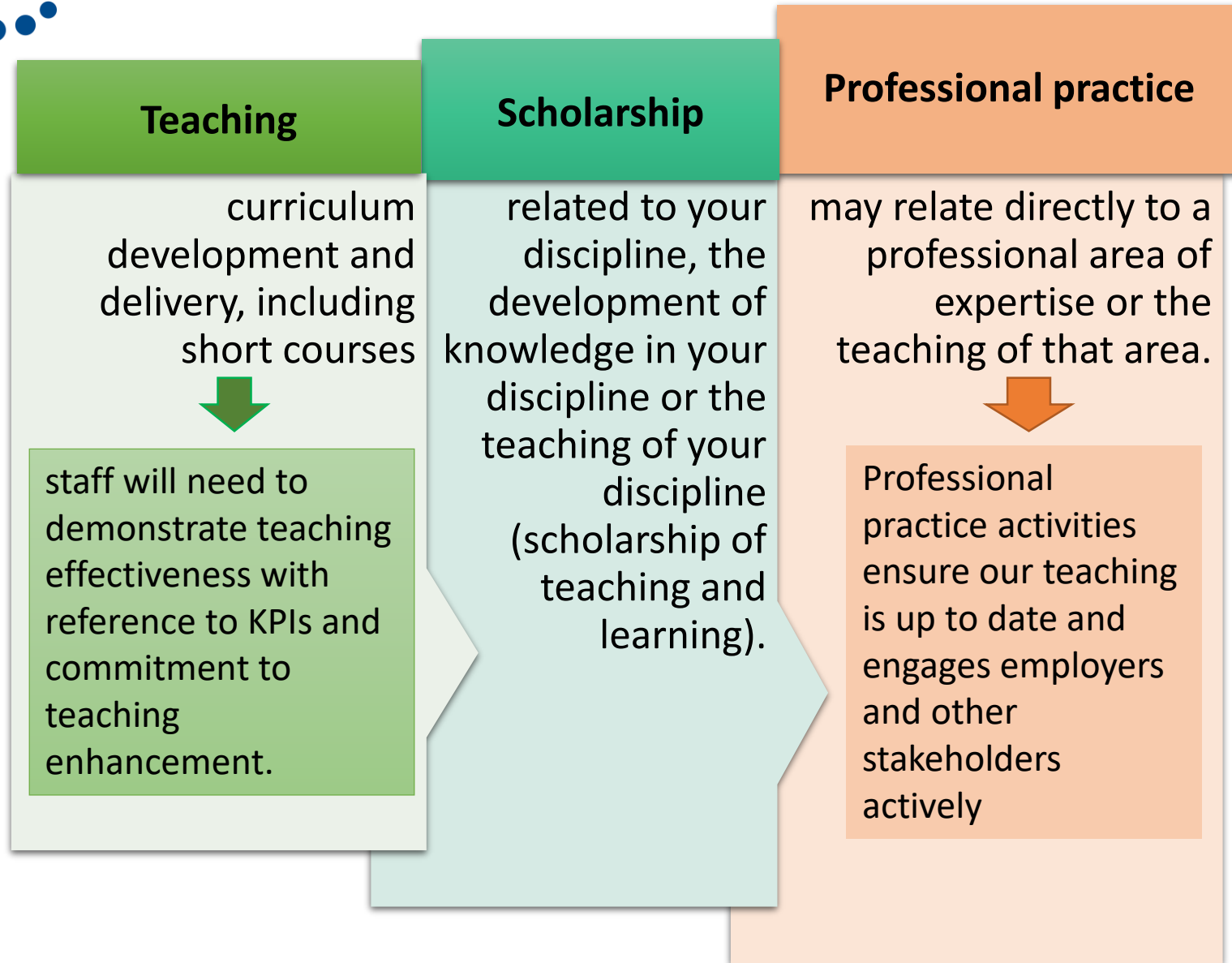
**Research**

generally covers contribution to  
the advancement of the body of  
knowledge

staff will need to  
show commitment  
to research and a  
track record of  
research  
achievements.



# 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

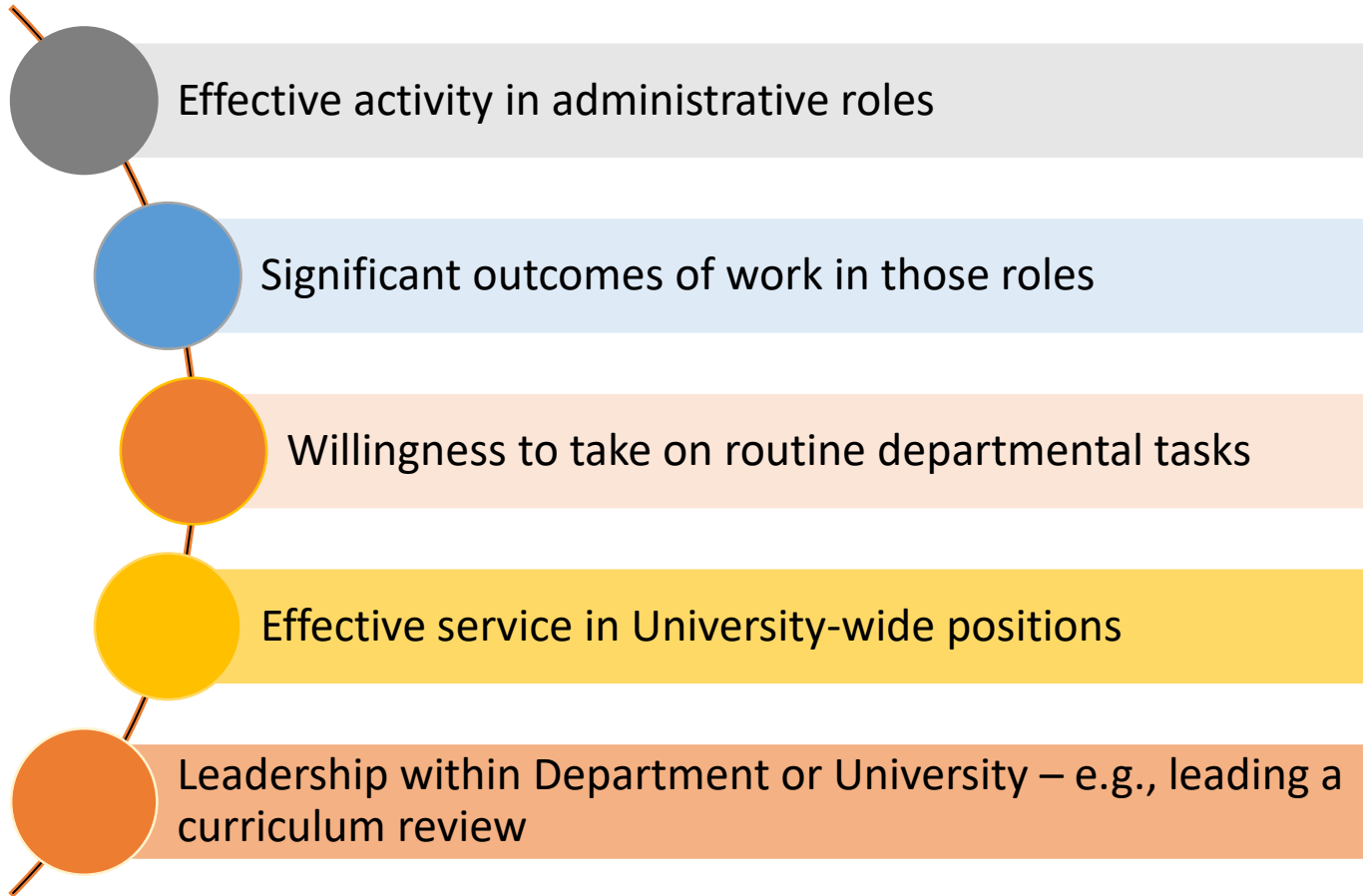
Work with community groups

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

A screenshot of the FNU online application portal. The page title is 'Call for Academic Promotions for Teaching and Research (TR) 2022'. The user is logged in as 'Pritika Ram', Manager People Perform & Devel, with a valid period from 1/1/2021 to 12/31/2021. A progress indicator shows 0% completion. The left sidebar has a menu with 'Overview' selected. The main content area is titled 'Teaching' and includes a description of teaching and assessment activities, as well as an 'Academic Workload' section with bullet points: 'Preparation and delivery of teaching sessions', 'General support of students academically', and 'Personal tutoring - Collecting and analyzing feedback from students'.

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

A screenshot of the FNU online application portal. The page title is 'Call for Academic Promotion for Teaching, Scholarship and Professional Practice (TSPP)'. The user is logged in as 'Pritika Ram', Manager People Perform & Devel, with a valid period from 1/1/2021 to 12/31/2021. A progress indicator shows 100% completion. The left sidebar has a menu with 'Overview' selected. The main content area is titled 'Scholarship' and includes a description of scholarship, as well as a section for 'Consultancy and Educational Contracts undertaken in the past three years' with bullet points: 'Conducting consultancy (for industry)', 'Bidding for and delivering educational contracts', and 'Comments'.



## 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:**

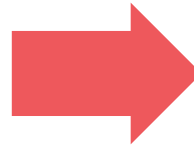
- Director/CEO (Chair)
- Two Head of Department
- One Dean from another College (appointed by the Vice-Chancellor)
- Director Human Resources or nominee (non-voting)





## 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)

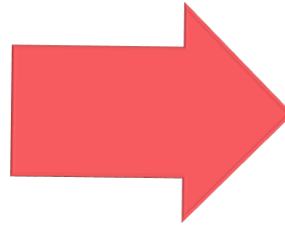
### **University Promotions Committee:**

- 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



Appeals

Appeals may be made to the Chair (Chancellor) of the University Council only on the basis of an alleged failure to follow the procedures



**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](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](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](mailto:ap@fnu.ac.fj)**