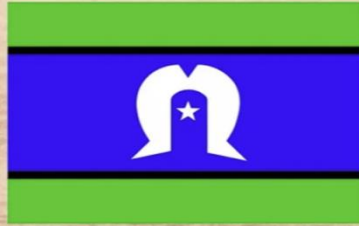


Acknowledgement of Country



We acknowledge the Traditional Owners of Country and recognise the continuing connection to lands, waters and communities.

We pay our respects to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.

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PROMOTION TIPS: FROM ELIGIBLE TO COMPETITIVE



INTRODUCTION AND PURPOSE OF THE TALK

Promotion as Sustained Performance

Promotion decisions reflect ongoing impact, sustained performance, and future potential, not just single achievements.

Active Planning for Promotion

Participants are encouraged to actively plan and prepare for promotion, shifting from passive to proactive approaches.

Understanding Promotion Criteria

The session provides actionable guidance on interpreting promotion criteria and translating work into compelling evidence.

Addressing Promotion Anxieties

The talk normalizes anxieties like imposter syndrome and uncertainty, helping attendees build confidence for promotion.



REFRAMING PROMOTION

Promotion as Evidence-Based Decision

Promotion is viewed as a forward-looking decision based on demonstrated impact and leadership, not just effort or loyalty.

Focus on Impact and Trajectory

Panels evaluate candidates for consistent impact, leadership, independence, and career trajectory at the next level.

Active Career Management

Reframing promotion encourages individuals to actively manage their careers and align work with next-level expectations.

Comparative and Consistent Readiness

Promotion readiness is judged comparatively and based on sustained performance over time, not isolated achievements.



KNOWING THE CRITERIA

Read Criteria as Reviewer

Approach promotion criteria from a reviewer's perspective to understand performance and impact expectations clearly.

Language Indicates Expectations

Note subtle language differences like 'contributes' versus 'leads' that distinguish performance levels and leadership roles.

Sustained Performance Required

Demonstrate achievements over multiple years showing consistency, not just singular successes.

Align Evidence Explicitly

Directly connect supporting evidence to each criterion to ensure clear reviewer understanding.



COMMON PROMOTION MYTHS

Seniority Isn't Enough

Promotion panels prioritize demonstrated next-level performance over mere years of seniority or time in position.

Work Quality Needs Advocacy

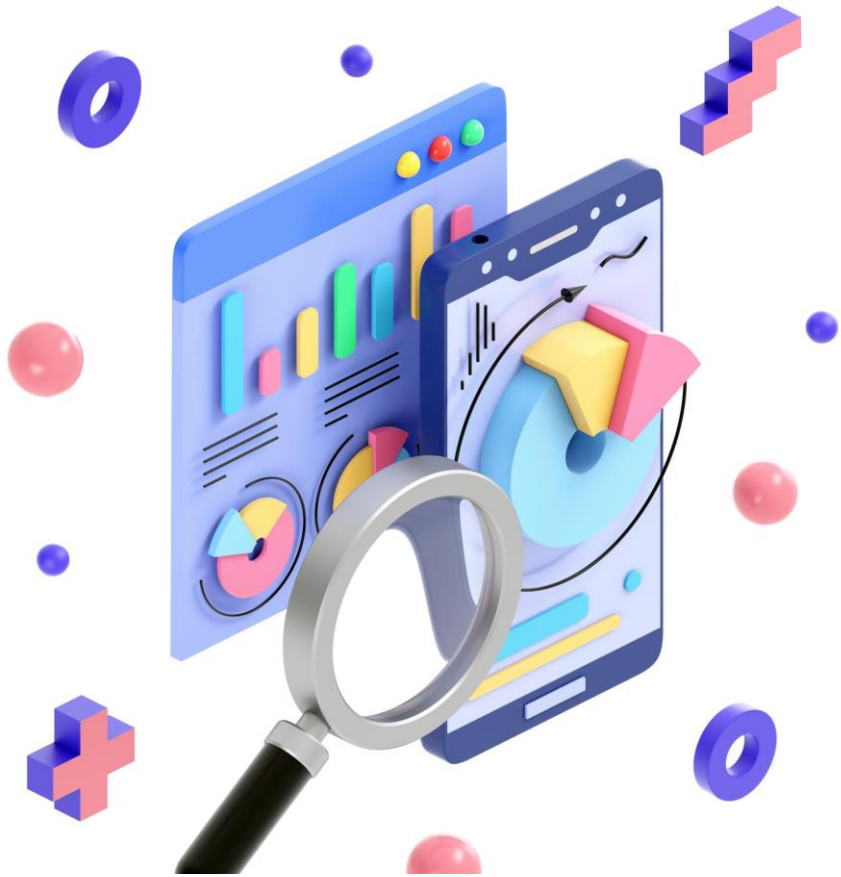
High-quality work requires clear documentation and advocacy; it is not automatically noticed by promotion panels.

Quality Over Quantity

Panels value the quality and impact of outputs more than the sheer quantity of activities or committees attended.

Myths Hinder Progress

Believing promotion myths can cause false reassurance or hesitation; overcoming them promotes proactive and focused efforts.



BUILDING STRONG EVIDENCE: RESEARCH

Clear Research Program

Strong evidence shows a clear, evolving research program with identifiable themes and meaningful contributions.

Role in Collaboration

Explain specific roles in team and interdisciplinary projects to demonstrate leadership and accountability.

Impact Indicators

Highlight impact indicators such as citations, industry adoption, awards, and sustained funding success.

Research Trajectory

Show momentum and leadership potential by framing research as a growing, influential body of work.



SERVICE AND LEADERSHIP THAT COUNTS

Distinguishing Participation vs Leadership

Promotion panels value evidence of leadership and influence beyond basic service participation.

Examples of Leadership Roles

Chairing committees, leading initiatives, shaping policy, and mentoring demonstrate meaningful leadership impact.

Framing Service Outcomes

Service should be framed in terms of outcomes like improved processes, strategic value, and capacity building.

Alignment with Advancement Level

Service activities should align with the promotion level and show readiness for broader responsibility.

MAKING THE INVISIBLE VISIBLE

Articulating Hidden Work

Translate mentoring, problem-solving, and leadership into clear, visible accomplishments.

Audience Awareness

Write for non-experts by avoiding jargon and explaining the significance clearly.

Aligning with Criteria

Structure statements to match evaluation criteria for easy reviewer comprehension.

Emphasizing Impact

Describe what was done, why it mattered, and resulting changes to highlight impact.



INNOVATION ✓
STRATEGY ✓
PLANNING ✓
CREATIVITY ✓
FINANCE ✓
TECHNOLOGY ✓
OPPORTUNITY ✓
FLEXIBILITY ✓



MENTORS AND ALLIES

Role of Mentors

Mentors provide insights on expectations, common pitfalls, and effective framing during promotion processes.

Value of Multiple Perspectives

Seeking advice from discipline-specific and institutional mentors offers comprehensive guidance.

Support from Allies

Allies nominate candidates, provide references, and offer constructive feedback to strengthen promotion prospects.

Honest Readiness Assessment

Candidates should seek honest feedback on readiness instead of just reassurance to improve strategically.



KEY TAKEAWAYS AND CLOSING MESSAGES

Promotion as Planned Project

Promotion should be viewed as an ongoing, planned process, not a last-minute task.

Importance of Evidence

Evidence is more impactful than effort alone in demonstrating readiness and achievements.

Narrative for Impact

Crafting a clear narrative helps panels understand your leadership and impact effectively.

Early Start and Tracking

Starting early and tracking achievements aligns work with expected future career levels.

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spend 5- 10
minutes
completing
this survey**

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