# Applying for promotion

How does it differ - Transcript

Now our promotions set up now, the process and the committee and the policies and the procedures, are meant to be what I would say more of a pump than a filter. So the goal here is to help people get promoted. There are no quotas, there are no bars that say only this many people can get promoted this year, and so the goal is when people are ready to be promoted that you can be promoted. Do you know how many times a year it meets, the promotion committee? Do you have any idea? Almost monthly. It meets 10 times a year. Before this it met once a year and so if you missed it or if you didn't get promoted, you had to wait another year. At this point most of you well know I suspect that if the committee says to you, no we don't think you're ready yet, they are going to give you detailed feedback and there is no time limit. In other words if you're ready by next month's or the month after that to submit again and you have answered their questions and you have got the evidence and the other things they have asked for, you resubmit. So there's no penalty in the sense of, you have to wait another year if you don't get it this year, which I think is a huge advantage. Clearly one doesn't want to submit an application that isn't the best you can you know but if you do submit the best possible application you can and your Head of School has read it and the Associate Dean has read it and they all think it's ready to go, you go, and if the committee says we need more, they will tell you. There's nothing bad going to happen in that and that's a big change from the past as well. So what has happened I think has been one way of thinking about this is that the committee has said let's lower the risk to people, let's lower the threat level that many people feel around promotions and encourage people to apply when they are ready and knowing that the committee may not in every case think that they have enough evidence to understand or they may not understand your case fully and they have to say we would like to know more or we think we need this. And they will and that's when Julie or another senior member of staff will sit down with you and probably your Head of School and say, here's what the committee is looking for, here's what you need to do.