# Applying for promotion

# Heads of School - Transcript

The question for the record is about the reference from the Head of School and of course there is a reference from the Professor and the discipline as well that is sought, and what that reference entails and how heavily it is weighted, let me answer the second question first. I can't speak for the committee on how they weight these things, there is no hard and fast rule. And you can see the guidelines to the different referees online if you want to and so I would suggest you look at those. The answer to the political question I think is a fairly direct one. You will know that in the past in the old promotions process that faculties and schools had a great deal of power and authority in this and that they could stop people from going forward. Under this process and one of the reasons the process changed was to allow people to go forward even if their schools or faculties were not necessarily totally supportive. Now realistically it's much better if your school and faculty are supportive, let's be honest about that, but there are people who had wanted to apply for a promotion for a very long time and who were stopped at those levels for whatever reasons, I won't speculate, and one of the reasons for creating the new policy and developing a new policy and procedures was to say, let's let the promotions committee decide that and so there is now only one promotions committee, the University wide one. Even if a Head of School hypothetically said I don't support this, they would just have to put that in their reasons in writing and let you read it and so you read what they write about you and you have to acknowledge that you have read it and you get a chance to respond to that. What can I say about this that won't get me in trouble. What I can say I think fairly is that we know that sometimes applicants and a Head of School have a different view of whether, their suitability for promotion, that's for the committee to decide and I think we have to trust to that. And so if you look at applications that are on the website again they are example applications and I really suggest to you that it's useful to look at these, these are examples of people who were promoted, they are successful examples. So it's useful to look at those even if they're not at all in your field and see how these people made their case because it's possible, I will say this, it's possible that some of the people that have been promoted in the last year were people who would not have been able to submit to the final committee in the past.