

Interview guide

1. How would you describe the experience of applying for promotion/writing your application in the context of the new system?
2. Why do you think there was a new promotions framework? What were the drivers? Do you think that the new framework benefits/penalises any particular group or academic activity?
3. Are you aware of the Athena SWAN work? If yes, do you think that changes related to the promotion process are related to the Athena SWAN agenda?
4. What do you think about the criteria against which promotions cases are assessed? What would you consider to be the strength of the new process? What are the weaknesses?
5. To what extent do you think the new process covers contribution in all areas relevant to an academic role? Are there any gaps in the process?
6. Did you face any difficulties with any parts of the application process? If yes, who helped with those?
7. Did you put equal emphasis to all criteria when writing up your case? If not, which areas did you spend more time/space discussing about? How did you decide where to put emphasis?
8. What do you think about the inclusion of teaching evaluation in the process? What would you consider to be indexes of good teaching and what examples have you used to support your case in this area?
9. Did you find the guidelines/examples clear?
10. Do you have experience of the previous promotion system as well? If yes, how would you compare the two processes? What are the advantages/disadvantages of applying with the new system?
11. Do you have experience of applying for promotion in other universities? How would you compare your experience with both systems?
12. What do you think about the inclusion of the collegiality factor in the new system? How do you perceive collegiality? What behaviours/practices have you used as examples to support your case in the area of collegiality?
13. There is also attention on leadership. How do you perceive leadership? What behaviours/practices have you used as examples to support your case in the area of leadership?
14. How long did you plan to apply for promotion? If yes, for how long were you preparing about it?
15. Were there any significant others who affected your decision to apply for promotion? Did anyone encourage you/discourage you?
16. Did you discuss your decision to apply for promotion with colleagues?
17. Did you seek help/advice from your head of department? Did anyone help you e.g. provide comments/advice on your application? Who and how?
18. Did you ask your HoD for feedback after writing your case?

19. What was the result of your application? Did you receive any feedback from the committee? To what extent they were helpful/not helpful?
20. What do you think about the length of the process?
21. Are there any areas for improvement? Do you have any specific recommendations?
22. What would be of benefit in helping you and colleagues who will go through the promotions process? If nothing mentioned, do you think you would have benefited from training on how to write good applications for promotion/having examples of good applications available online?