

# FHM Academic Promotions Support

Action Plan Reference: FHM AS Silver 2018 -2023 AP1.5



Workshops, one-to-one guidance, and mentoring from recently promoted staff to boost promotion success.

## Rationale

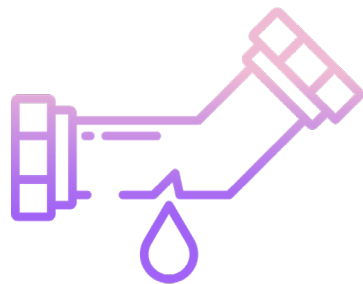
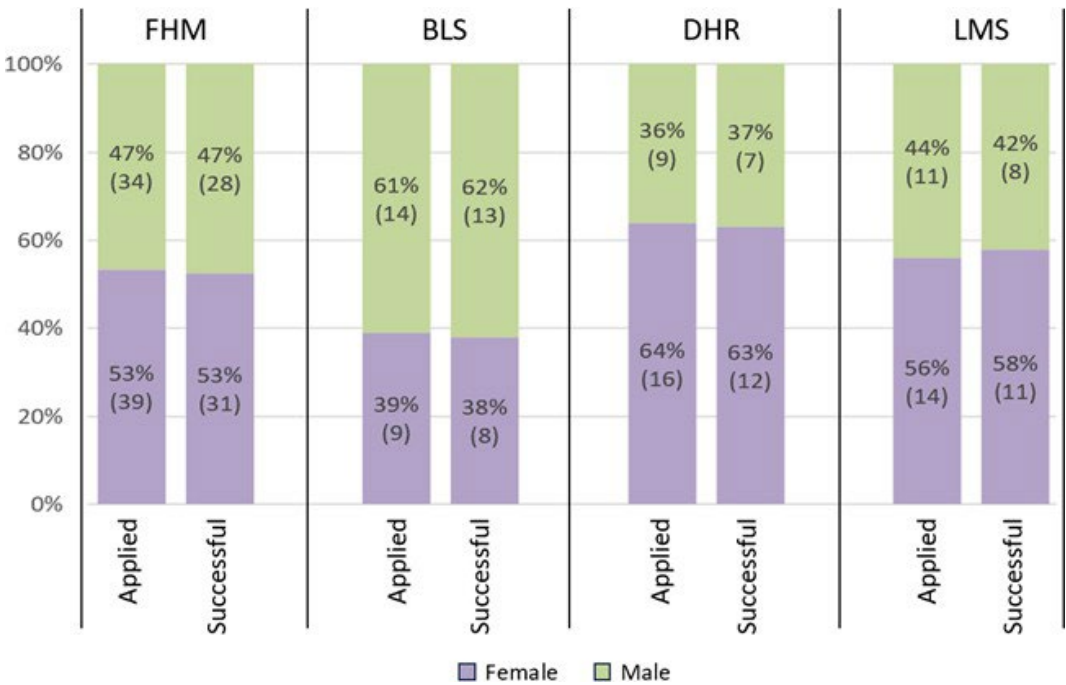
To enhance support for academic promotions at all levels but particularly to Professor. University promotion routes and criteria have undergone several changes since 2014 and ensuring staff understand the promotions process and are supported to apply will ensure that all staff including those less confident but equally able (often women) are recognised for the contribution that they make.

## What we did

We delivered regular faculty-wide Promotions Workshops (generally twice a year), including targeted sessions for staff on different contract types, and developed a system of Promotions Champions to support one-to-one case development. A key element of this support was the willingness of recently promoted staff to share their successful applications and their experience of the promotion process with prospective applicants. They did so by contributing to workshops, acting as Promotions Mentors, providing feedback on draft applications, and adding to a resource bank of successful example cases. In addition, a faculty review process offered further feedback opportunities on draft applications for Senior Lecturer and Professorial cases.

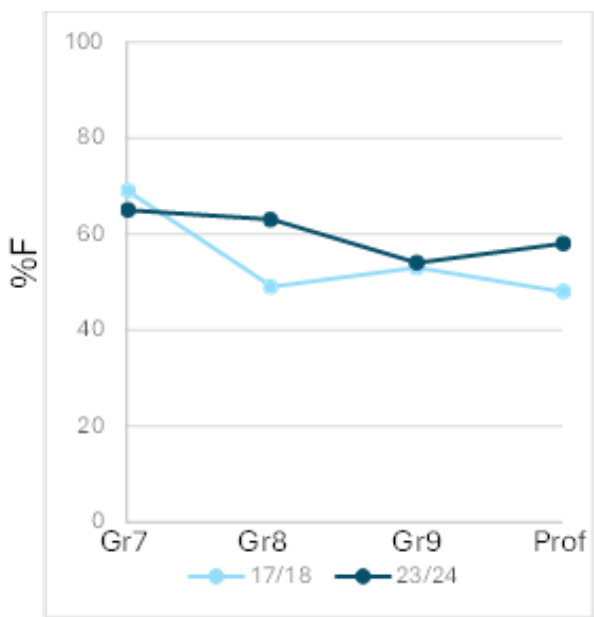
FHM Academic promotion cases  
(Grade 8, Grade 9 and  
Professorial cases combined),

Submitted and successful, for  
the 6-year period 2017/18 –  
2022/23, by sex, for the whole  
faculty and for each division.



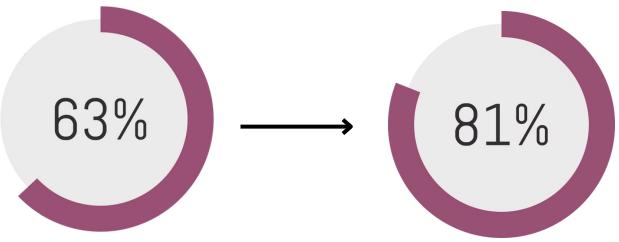
### Female Academic 'Leaky Pipeline'

% female academic  
staff at Grade 7 -  
Professor in FHM.  
Pale blue line indicates  
data from 2017/18,  
Dark blue line indicates  
data from 2023/24.

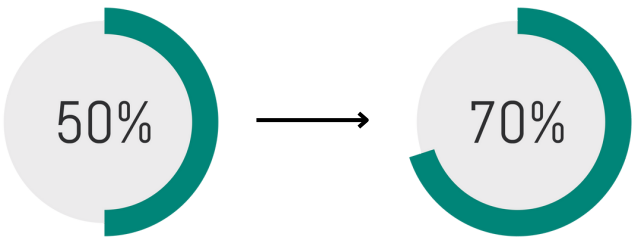


## Promotion Success

Overall rate improved:  
63% (2016/17) → 81% (2018–2023)



Promotion to Professor success rate:  
50% → 70% (69%F | 71%M)



Female applicants outnumbered male  
applicants for Professorial promotion

## IMPACT

Representation Gains

Support Drives Success

Equitable Promotion

Leaky Pipeline Reduced

Positive Impact

## What Worked Well

Female professors rose from 48% → 58%, with  
significant progress in BLS and LMS (previously no non-  
clinical female professors).

Continuous Promotions Champion support in BLS  
delivered the highest success rate (91%).

Increased faculty-wide promotion success at 81%  
(80%F, 82%M) in 2018-2023 vs 63% in 2016/17, with  
applicants reflecting staff composition.

Success to professor rose to 70% (69%F, 71%M) vs  
50% in 2016/17; nearly twice as many women applied.

Increase in female professors supported by well-  
received promotion resources.

## Broader Reach - Beyond Our Department

Research staff are specifically invited to Faculty Promotions Workshops and a  
successfully promoted researcher invited to share insights with attendees. This  
model has now been taken up by the university with the introduction of a  
university-wide Researcher-focused promotion workshops from Oct 2023.

## Challenges

Promotions Champion support was maintained throughout the whole award period in BLS but  
was temporarily stopped in DHR/LMS, during and immediately after the pandemic. That the  
overall promotion success rate in BLS (91%) exceeds that in DHR and LMS (both 76%), helps  
illustrate the value of this, now fully reinstated, support.

## Future Development - Continual Improvement

- It is now a sustained, embedded intervention that forms a core part of FHM's staff development culture.
- The next steps are to ensure consistent Promotions Champion support across all divisions, supported by clear succession planning to maintain continuity.
- Data monitoring could also be extended to include promotion trends, time-to-promotion, and intersectional analyses, to better identify gaps and target solutions.

## Find Out More



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