

## Senior Academic Leadership Initiative (SALI)

### FREQUENTLY ASKED QUESTIONS

**15.07.2019**

**Q: What happens if a professor appointed under the SALI leaves before the 10 years of Government support has expired?**

**A:** HEIs may replace this position. However, any new competition must be run under the same terms and conditions as the original SALI appointment.

**Q: HEIs can apply for up to 3 positions under the SALI. Does this limit apply to the lifetime of the initiative or to each call?**

**A:** Calls for applications to the SALI are planned for 2019, 2020 and 2021. HEIs can apply for up to 3 positions per call.

**Q: In relation to the application for specific posts, HEIs must provide the comprehensive critical analysis of significant gender under-representation in faculty / department / functional unit. Does this relate to under-representation in a specific area in the HEI or can national data on general under-representation be used?**

**A:** The criteria for scoring the critical analysis of significant gender under-representation are HEI specific, i.e. the significant gender under-representation should be demonstrated and analysed in relation to the specific HEI faculty/department functional unit where the post will be based.

**Q: Is there a word limit per Post Submission?**

**A:** The Posts Submissions section have a page rather than word limit. A maximum number of 3 pages is allowed for each section, and this must be submitted in word or pdf file format.

**Q: The SALI intends to address gender under-representation in Irish HEIs. Does this mean that HEIs who are meeting their gender objectives will be disadvantaged?**

**A:** No. A key requirement from HEIs aiming to secure these posts would be demonstration of their commitment to gender equality, through the provision of their Gender Action Plans and evidence that they are progressing their stated objectives and targets to achieve organisational and cultural change. The institution must also demonstrate plans for future developments in this area and outline the organisational and cultural initiatives in place to

support the newly appointed staff. These criteria account for 40% of the overall scoring for a SALI application.