

## Senior Academic Leadership Initiative (SALI)

### FREQUENTLY ASKED QUESTIONS

**16 August 2019**

**Q: Can a post that has already been approved be put forward for SALI funding?**

**A:** Applications to the SALI must be for posts that are completely new to the system and have no prior funding committed to them. If a post has already been approved, it falls outside of the eligibility criteria for the SALI. SALI posts are new and additional to the sector, i.e. they are in addition to the existing Employment Control Framework (ECF), and they will be funded through new and additional funding provided specifically to help address the significant gender-imbalance among academic staff at senior levels.

**23 July 2019**

**Q: What level of funding will be attached to each SALI post?**

**A:** Funding will be provided at the appropriate level for each post and will cover salary costs. When applying to the SALI, HEIs must outline the organisational and cultural supports that will be in place for the newly appointed SALI staff. A contribution will be required from the HEI towards the cost of the post. HEIs must detail the supports that will be provided for these posts, with specific reference to non-pay costs, administrative supports, research supports etc. In accepting funding for a SALI post, HEIs must commit to providing these necessary supports for the posts.

**15 July 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.