Promotion in (SoC) Educator Track

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Overview

My Own Journey

~~The Official~~ (What I think is the) Requirements

Summary

My Own Journey

One page (exclusively SoC) career summary according to LinkedIn

One page teaching feedback ratings from the start-present

My <u>International</u> pedagogical contributions: VisuAlgo and CPbook

My <u>International</u> competition stuffs: SGP IOI, Hosting IOI 20+21 (Online), NUS ICPC, Hosting ICPC 15+18+25, etc

My local service at NUS: RF at Sheares Hall, NUS TA Fellow

My local service at SoC: CeNCE Director, FTEC member

I have a very supportive wife :)

Analysis/Managing Expectation

<u>Personal</u> analysis of SoC staff composition (source)
Disclaimer: Not an official HR data

Notes: CS+DISA combined,
L to SL is expected to happen in $\approx$ 6 years
One can stay in SL until the end* (verbal explanation)
No known case for A/P to full P from Educator Track in SoC <u>yet</u>

Rank	Freq	Expected Promotion Case(s)/Year
Part-Time L(ecturer)	11	??
L(ecturer)	22	$\frac{22}{6} = [3..4]$ L $\rightarrow$ SL
S(enior) L(ecturer)	18	$\frac{18}{\approx 10} = [1..2]$ SL $\rightarrow$ AP
A(ssociate) P(rofessor)	14	??
P(rofessor)	0?	This is the finale

(What I think is the) Requirements (L → SL)

Thanks to Prof WongLS (and a few others) who revamped
Teaching Track (1+ decade ago) → Educator Track scheme today

- Education (design*, admin', delivery#, range!, currency)
  Usage of technology (buzzwords: Gen-AI, blended, scalability)
  Perform at next level especially nearing your promotion case
  ADS from FTEC: Get 1x FTEA (or 2x – ER!!, or HR – EX!!!)

- (Pedagogical) research is good to have (e.g., CTLT TEG)
  Domain research is optional!

- Do (some) service (advisor, timetable, room, disciplinary, etc)
  Try to be involved especially nearing your promotion case

- Leadership
  I believe this is not expected yet for L to SL

(What I think is the) Requirements (SL → AP)

Is basically much harder... (BE CAREFUL OF YOUR HEALTH!!)

- ▶ Education: design new/revamp a course (to a better one), be a reflective educator on how to continually improve students' learning experience; try to break the 4.5 barrier (at least once; show 'peak of excellence'), at least 1X ATEA is good

- ▶ Some form of (pedagogical) research (e.g., LIF-T) Paper(s) in (ed) conference, (text)book(s), ed tool(s), especially if *other U* adopted your approach/book/tool well-informed with (important) pedagogical literature

- ▶ Service is expected (assuming your teaching is stable & good) Many things to do in SoC outside just (good) teaching ADS from CeNCE: We can always get a bit more help :)

- ▶ Leadership, International Stature, Industry Connections All very good to have :)

PS: If you already have some of these extras during L → SL promotion case, then your case is v strong

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Requirements (AP → P)

This is an uncharted territory for me :)

7 Points Summary from S(t)even

1. Perform at the next level now (to minimize Peter's principle)
2. Have something that is 'uniquely your contribution'
3. Do service (ADS: CeNCE always needs more help)
4. Get Teaching Award (minimally 1x FTEA)
5. Expand your (International) network
6. Show leadership (potential)
7. Pray, keep yourself HEALTHY, and all the best...

A Proverb

"With great power comes great responsibility"
– Spider-Man (2002)