

Research and Scholarship criteria

Demonstrated ability to undertake and disseminate or publish original, high quality, research which makes a significant contribution to the discipline or to pedagogy.

Band 4

Teaching and Learning criteria

Able to develop and deliver teaching to a standard evidencing good practice at Foundation, UG or PG Level with evidence of enhancement and engagement with national frameworks and standards.

Band 3

Impact, Outreach, Engagement criteria

Recognised externally for work in specialist field.

Band 2

Collegiality, Leadership and Management criteria

Able satisfactorily to contribute across a variety of administrative roles relating to academic activity.

Band 2

It should be noted that the criteria listed above are the minimum requirements for promotion to Assistant Professor — Research and Teaching, however, whilst the total Band score between the four thresholds equates to 11 points, the minimum score for promotion is 14.

This document should be read in conjunction with the full criteria and career pathway matrix, available on the Academic Processes webpage.

Research and Scholarship criteria

Has achieved national eminence and authority for the quality and impact of their research and scholarship and is developing an international profile

Band 5

Teaching and Learning criteria

Able to design, deliver, evaluate and assess teaching to a good standard, to engage effectively with students and collaborate with colleagues to inform the enhancement of own and others' teaching practices.

Band 4

Impact, Outreach, Engagement criteria

Developing a reputation and recognition with key stakeholders for the broader value of specialist activity

Band 3

Collegiality, Leadership, Management criteria

Demonstrate the ability actively to organise and manage activity in support of academic processes, showing emerging leadership ability within immediate group.

Band 3

It should be noted that the criteria listed above are the minimum requirements for promotion to Associate Professor — Research and Teaching, however, whilst the total Band score between the four thresholds equates to 15 points, the minimum score for promotion is 18.

This document should be read in conjunction with the full criteria and career pathway matrix, available on the Academic Processes webpage.

Research and Scholarship criteria

Building an international reputation, influencing the field, through the distinction of their research and publication, which might include significant contribution to impact for the major development of one or more fields of knowledge

Band 6

Teaching and Learning criteria

Able to design, deliver, evaluate and assess teaching to a good standard, to engage effectively with students and collaborate with colleagues to inform the enhancement of own and others' teaching practices.

Band 4

Impact, Outreach, Engagement criteria

Developing a reputation and recognition with key stakeholders for the broader value of specialist activity

Band 3

Collegiality, Leadership and Management criteria

Demonstrate the ability actively to organise and manage activity in support of academic processes, showing emerging leadership ability within immediate group.

Band 3

It should be noted that the criteria listed above are the minimum requirements for promotion to Reader — Research and Teaching, however, whilst the total Band score between the four thresholds equates to 16 points, the minimum score for promotion is 20.

This document should be read in conjunction with the full criteria and career pathway matrix, available on the Academic Processes webpage.

Research and Scholarship criteria

Has an international reputation for research and scholarship, demonstrating subject leadership through the encouragement of research among members of staff and suitably qualified students.

Band 7

Teaching and Learning criteria

Able to design, deliver, evaluate and assess teaching to a high standard, engage effectively with students and collaborate with colleagues to inform the enhancement of own and others' teaching practices.

Band 5

Impact, Outreach, Engagement criteria

Developing regional/national recognition for work demonstrating value of broad based academic activity.

Band 4

Collegiality, Leadership and Management criteria

Track-record of management capability within the Department.
Demonstrates leadership ability within a wider group or department.

Band 4

It should be noted that the criteria listed above are the minimum requirements for promotion to Professor—Research and Teaching, however, whilst the total Band score between the four thresholds equates to 20 points, the minimum score for promotion is 22.

This document should be read in conjunction with the full criteria and career pathway matrix, available on the Academic Processes webpage.