

## **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 deliver routine teaching to a satisfactory standard.**

**Band 2**

## **Impact, Outreach, Engagement criteria**

**Building a reputation for academic contributions in specialist area.**

**Band 1**

## **Collegiality, Leadership and Management criteria**

**Able satisfactorily to plan and organise own academic activity.**

**Band 1**

*It should be noted that the criteria listed above are the minimum requirements for promotion to Research Fellow, however, whilst the total Band score between the four thresholds equates to 8 points, the minimum score for promotion is 10.*

*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 deliver routine teaching to a satisfactory standard.

**Band 2**

## **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 Senior Research Fellow, 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**

**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 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**

**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 Associate Professor — Research Focussed 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**

**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 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**

**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 Focussed, 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 achieved and sustained, outstanding and widely recognised international eminence and authority in their subject through the distinction of their research, publications and leadership.

**Band 8**

## **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**

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 Focussed, however, whilst the total Band score between the four thresholds equates to 19 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.*