

## **Research and Scholarship criteria**

**Demonstrably knowledgeable about key concepts and developments in a given discipline (subject area expertise).**

**Band 2**

## **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**

**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 Teaching 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**

**Demonstrably knowledgeable about key concepts and developments in a given discipline (subject area expertise).**

**Band 2**

## **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**

**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 Teaching 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**

Clearly capable of undertaking research/evidence based inquiry in their area of expertise (discipline or pedagogy) which demonstrates impact on practice/policy and/or can make an original contribution to knowledge either in research or teaching.

**Band 3**

## **Teaching and Learning criteria**

Demonstrates leadership in relation to enhancement of teaching or the engagement of students, the development of educational practice of colleagues, local policy and/or guidance development, or change in educational practice.

**Band 6**

## **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 — Teaching 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**

Clearly capable of undertaking research/evidence based inquiry in their area of expertise (discipline or pedagogy) which demonstrates impact on practice/policy and/or can make an original contribution to knowledge either in research or teaching.

**Band 3**

## **Teaching and Learning criteria**

Demonstrates leadership in learning and teaching which is of a national standard impacting positively on a wide range of learners.

**Band 7**

## **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 — Teaching 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**

Clearly capable of undertaking research/evidence based inquiry in their area of expertise (discipline or pedagogy) which demonstrates impact on practice/policy and/or can make an original contribution to knowledge either in research or teaching.

**Band 3**

## **Teaching and Learning criteria**

Sustained leadership through the enhancement of teaching or the engagement of students, the development of educational achievement by other academics, external educational policy development, and/or societal change.

**Band 8**

## **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 — Teaching 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.*