Detailed Criteria for Promotion from Lecturer to Senior Lecturer

At Senior Lecturer level, individuals have demonstrated performance which is consistently above the normal expectation of a Lecturer. Senior Lecturers need to demonstrate a major and sustained contribution in their field, with a national and emerging international profile.

The detailed promotion criteria 1 to 4 set the standards against which candidates for promotion will be judged. Promotion will be possible based on wholly exceptional performance in Research and Innovation or Teaching and Scholarship, accompanied by at least competence in the other. Excellence in more than one area will constitute a stronger case. Candidates for promotion are not required to achieve excellence in all four criteria.

A candidate wishing to be promoted on a single set of criteria (R&I or T&S) would be expected to fulfil the great majority of the criteria in that set, but promotion on the basis of more than one set of criteria would normally involve fulfilment of some, but not all, criteria from each set.

The criteria listed below are neither exhaustive nor mutually exclusive; they are provided as examples of the type of evidence that candidates need to provide in support of their application.

CORE CRITERIA

Candidates applying under the Research and Innovation criteria must address the criteria set out in paragraph 1(a).

1. Research and Innovation - major achievements or a consistently high level of achievement in research and innovation (must include evidence of research outputs and impact recognised for originality, significance and rigour, leading to national/emerging international standing and recognition);

   a) Evidence of having national and/or international standing and recognition in a discipline or field of study, as demonstrated through a record of 3*/4* outputs, evidenced by an appropriate selection of the following:

      (i) Completion of at least one sole authored major book or its equivalent as sole authored chapters in edited books;
      (ii) Continuing publication of sole or jointly authored articles or papers in well-regarded refereed journals over a period of at least five years, together comprising a substantial corpus;
      (iii) Completion of a sole edited book contributing new knowledge to a given field and reflecting original research;
      (iv) Substantial contributions to multi-authored books (with the relative contributions identified);
      (v) Completion of one or more major research reports as the outcomes of funded research projects or funded consultancies;
      (vi) Successful filing of one or more patents arising from the research that has been carried out;
(vii) Regular invitations to conferences and seminars to present research papers;
(viii) Membership of an editorial board or being the editor of a substantial journal;
(ix) Regular involvement as a referee for national and/or international journals;
(x) Regular involvement in refereeing research proposals at national and/or international level;
(xi) An appropriately high level of citations;
(xii) Other appropriate output indicators.

b) Evidence of the successful recruitment of research students, of the supervision of such students, and of the successful timely submission of completed theses.

c) Evidence of successful application for external research funding for research projects and other innovatory work as principal applicant.

d) Evidence of success in the management and long-term support of a significant research group through acquisition of funding from a variety of external sources.

e) Evidence of collaborative research work with academics within this University and elsewhere.

f) Evidence of standing at national or international level in the candidate’s discipline through election to national or international societies, service on Government advisory bodies, involvement at a senior level in one or more professional bodies, receipt of academic honours such as prizes etc.

g) Evidence of strong interactions with the local, regional and/or national industrial/commercial/public sectors over an extended period through regionally and nationally funded schemes, with clear and defined benefits.

h) Evidence of successful development of 3* impact case studies.

2. Education and Teaching - major contributions to the development and enhancement of teaching/learning in the University and/or in a wider context. [Candidates applying for promotion based on achievements in this area are also advised to read the Guidance for Promotion on the basis of Excellent or Exceptional teaching];

Examples of evidence may include:

a) A regular and consistent rating of teaching performance as excellent and/or outstanding. This evidence may include but need not be limited to feedback from peer review, external examiners’ reports and student evaluations.

b) Regular and consistent incorporation of innovation into teaching which has been evaluated and found to be successful, including development and implementation of new programmes, especially involving innovative methodologies and/or content.

c) Successful application for external funding for pedagogic research or for innovation and development of teaching and learning as principal applicant.
d) Successful dissemination and uptake by others of curriculum development/innovation through, for example, conference presentations, workshops, publications, web sites. This could include evidence of collaboration with colleagues in other universities and colleges on joint projects.

e) Record of publication of peer-reviewed articles on pedagogic research in the relevant discipline or more widely, and/or editorship of a teaching periodical.

f) A national standing in this area, such as award of prizes, involvement at senior level in the subject nationally through a professional body, or other national group focused on the development of teaching/student learning.

g) Contribution to professional development programmes designed to improve teaching/learning, develop skills, raise awareness of pedagogic issues, etc. or a track record of successful support given to others seeking to develop their teaching or the learning experience of their students.

h) The regular production and publication of high quality materials (which may include materials developed for e-learning courses) and/or textbooks to support and develop students’ learning.

i) Provision of an exceptional standard of academic support and pastoral care for students/tutees.

j) Successful learning and high quality work by students as demonstrated by external examiners’ reports, prize adjudication, etc.

k) High and timely completion rates by research students.

l) Acting as an external examiner in another institution, or as a member of an examining or accrediting panel for a professional institute, or membership of a Quality Assurance Agency assessment/audit panel.

SUPPLEMENTARY CRITERIA

3. Engagement - major contribution to engagement from Schools, Societal Challenge Themes, Institutes, Faculties or at a University level with a variety of stakeholders in civil society, including private, public and third sector organisations, that deploys and enriches teaching and/or research and enhances our national or global reputation;

a) Providing evidence for a contribution to intellectual, cultural, social or economic life at regional, national or international level, with significant benefits to the University.

b) Responsibility for successfully developing and sustaining a major area of consultancy work for the School, Faculty or University, generating a substantial level of income.

c) Responsibility for successful exploitation of Intellectual Property Rights which has resulted in a substantial income stream for the University from patents, licenses, etc.

d) Responsibility for managing the successful establishment of a new University company.

e) Having a major influence on the development or application of public or professional policy or practice.
f) Responsibility at School, Institute, Faculty or University level for successful and sustained development of a major stream of income from short course, full-fee or other teaching-related activities, or substantial income from public/private sector sources that results in enhanced facilities or infrastructure for the University.

g) Developing and maintaining innovative or creative relationships with external agencies bringing a significant benefit to the University.

h) Service with outside bodies/businesses at an international, national or regional level with evidence of a significant benefit to the University (profile raising, research and consultancy contracts, dissemination of research findings, Continuing Professional Development, relationships with schools and colleges which assist student recruitment etc.).

i) Lead the development of a new or existing business partnership.

4. Management and Leadership - major and successful contributions to management and leadership (normally related to the candidate’s teaching and/or research activities);

   a) Evidence of high quality creative and innovative organisational, leadership or management skills which have contributed substantially to the Academic Unit and, where there has been opportunity, to the Faculty and the University. Such roles might include Chair of the Board of Studies for a major programme, substantial roles at a Faculty level, membership of senior University committees; and/or responsibility for a substantial laboratory or other facility.

   b) Evidence of the main responsibility for the design, development, implementation and administration of successful new courses, particularly those offering innovative teaching methodologies and content.

   c) Evidence of major responsibility for the handling of Funding Council and other requirements, such as Institutional Audit and the Research Assessment Exercise, and of related requirements, such as Professional Accreditation.

   d) Evidence of provision of academic guidance and mentoring to more junior academic colleagues.

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