

DRAFT Academic Grade 10 Promotions Criteria

**GUIDANCE**

**Excellence in Academic Leadership**

The criteria in bold text below set out what you need to demonstrate for entry level to Chair if you focus primarily on academic leadership activity. Further guidance can be found below to help you select appropriate evidence for each of these. Where examples are given you should note that these are not exhaustive. They are there to illustrate the types of activity that fit the criterion described.

**Section A**

Please address **all** criteria in this section to demonstrate that:

ALA1	<p><b>You play a significant role in determining the overall strategic direction of your School, Faculty, the University or your academic discipline or for delivering a major academic or organisation development to further the University strategy.</b></p> <p><u>Context/additional information:</u> Give examples of where you have taken a leading role in determining and delivering the strategic direction of your School/Faculty/University or externally in your own academic community.</p> <p><u>Examples:</u></p> <ul style="list-style-type: none"><li>• Taken a leading role in reviewing, developing and implementing the overall strategy for your School/Institute.</li><li>• Made a leading contribution to shaping a new development in your discipline or inter-disciplinary field or across your faculty or the university.</li><li>• Having a leading role in a learned society or professional body.</li><li>• Being an active member of a University committee, contributing to strategy and policy.</li></ul>
ALA2	<p><b>You have had a clear role and accountability for leading change, building teams and delivering outcomes, managing staff and resources to achieve this.</b></p> <p><u>Context/additional information:</u> Evidence should highlight what part you played in making changes, leading and managing people and resources and ensuring successful implementation.</p> <p><u>Examples:</u></p> <ul style="list-style-type: none"><li>• Taken on a lead role in the review, development and implementation of a particular area of a schools strategic plan.</li><li>• Acting as chair on a University working group.</li><li>• Led a team to implement a faculty or university-wide change initiative.</li></ul>
ALA3	<p><b>You influence key parties to bring benefits to the University or your profession.</b></p> <p><u>Context/additional information:</u> Explain how your contributions have directly influenced key individuals and groups externally to benefit the university or your profession.</p> <p><u>Examples:</u></p> <ul style="list-style-type: none"><li>• A sustained track record of invited presentations at policy seminars.</li><li>• Having established a track record of being involved in initiatives with national relevance or international standing.</li><li>• Recognition through invited participation on external academic and policy bodies and working groups.</li></ul>
ALA4	<p><b>You play a significant role in the wider community and are externally recognised by peers as an academic leader.</b></p>

	<p><u>Context/additional information:</u> Describe how you have contributed as a leader in a particular academic field and the impact of that contribution.</p> <p><i>Please refer to the Faculty Local Benchmark document for further context.</i></p>
ALA5	<p><b>You have initiated and led external collaboration in any aspect of your academic role</b></p> <p><u>Context/additional information:</u> Give examples of how you have established, managed and led external activities outside of the University.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> <li>• Setting up specific partnerships with external and internal groups.</li> <li>• Working with an external company, acting as project lead to develop a particular product.</li> </ul>
ALA6	<p><b>You have a clear academic agenda with an ongoing plan for further academic leadership which reflects the University's direction.</b></p> <p><u>Context/additional information:</u> Outline your on-going academic leadership agenda and plans, including plans for resourcing and explain how this supports the strategic priorities within your School or the University.</p>
ALA7	<p><b>You have a sustained record of high quality contribution to taught student provision and the student experience, providing effective personal tutoring or other support and guidance to students.</b></p> <p><u>Context/additional information:</u> Your Academic CV should provide information on your contribution* to taught student education and/or student experience. Please use this section to describe how your research has influenced your teaching and allowed you to develop a research-led teaching approach.</p>
ALA8	<p><b>You have a sustained record of research activity (which might be pedagogic research) which is externally recognised with appropriate dissemination of the outputs.</b></p> <p><u>Context/additional information:</u> Explain how your research activity has international recognition and how you have disseminated the outputs.</p> <p><i>Please refer to your Faculty Local Benchmark document for further context.</i></p>
ALA9	<p><b>You routinely provide mentoring or support to colleagues, acting as a role model and helping them to develop and improve.</b></p> <p><u>Context/additional information:</u> Evidence should demonstrate significant experience of mentoring or supporting colleagues.</p>

## Section B

Choosing **at least 3** of the following criteria please demonstrate that:

ALB1	<p><b>You have a record of translational activity with demonstrable impact.</b></p> <p><u>Context/additional information:</u></p>
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	<p>Describe how you have developed a record of translational activity through using your research findings and applying them in ways which have a positive impact on the wider economy and society. Alternatively, describe how your research has translated into various practical applications.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> <li>• Having researched into a particular issue which provided information and advice to government to help develop national guidelines or policy.</li> </ul>
ALB2	<p><b>You have played a lead or other clearly identified role in obtaining the resources to successfully undertake major research projects, which may be through bids for grants or other awards as appropriate to the discipline.</b></p> <p>Note: as there is an increasing and welcome focus by the University on collaborative and potentially interdisciplinary research, individual contributions as part of a team are entirely appropriate and can be used as evidence – please ensure you describe your distinctive contributions to research, grant applications and publications arising from these collaborations.</p> <p><u>Context/additional information:</u> Please describe how you have successfully developed and managed major research projects. As part of this describe the resources required to undertake the projects and the role you played in securing these.</p> <p>For example include evidence of how you have ensured a continued record of leading bids for external grants or other awards with success as appropriate to the discipline so as to build appropriate groups or otherwise obtain resources for the activity. Evidence should show that you have developed different stages of research projects and activities as well as your specific responsibilities or contribution to the projects.</p> <p><i>Please refer to the Faculty Local Benchmark document for further context.</i></p>
ALB3	<p><b>You have developed or managed modules, programmes or co-curricular activities and reviewed and developed the curriculum.</b></p> <p><u>Context/additional information:</u> Describe how you have successfully developed and managed these activities and what the impact has been.</p>
ALB4	<p><b>You have developed the direction of teaching, learning and assessment policy, methods and practices.</b></p> <p><u>Context/additional information:</u> Describe how you have taken a leading role in shaping policies and developments in teaching, learning and assessment.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> <li>• Having gained an international reputation in a particular area of Student Education through being regularly invited to lead seminars and contributing to conferences regarding teaching approaches within own specialist field.</li> <li>• Having a track record of leading Student Education projects/initiatives across and beyond your school.</li> </ul>
ALB5	<p><b>You provide significant input into the quality of the student experience, making a positive impact on overall student learning.</b></p> <p><u>Context/additional information:</u> Evidence should demonstrate how the activities you have undertaken have resulted in a positive impact on student learning, including employability.</p>

	<p><i>Examples:</i></p> <ul style="list-style-type: none"> <li>• Being part of the review and implementation of a substantial initiative at school or University level to develop the quality of Student Education provision, ensuring objectives are met.</li> <li>• Taking responsibility for developing a new approach to an aspect of the student experience.</li> <li>• Leading an aspect of student support or experience with a positive impact on student learning or employability.</li> </ul>
ALB6	<p><b>You have a sustained record of academically excellent research outputs as evidenced within an international context.</b></p> <p><i>Context/additional information:</i> Please evidence that your outputs are recognised internationally across your field and are regarded as academically excellent within this arena. You will need to demonstrate a 'sustained' record of this which can be done by showing that your outputs have started to influence the research taking place in your field.</p> <p>Outputs are considered to include all appropriate formats for the discipline, and may include collaborative and/or interdisciplinary outputs where you can evidence a distinctive academic contribution.</p> <p>In providing this evidence you may want to focus on the principal outputs you have outlined within your application form. Alternatively, please provide evidence of how you have developed potential impact case studies to a similar standard.</p> <p><i>Please refer to the Faculty Local Benchmark document for further context.</i></p>
ALB7	<p><b>You have a sustained record of effective PhD supervision.</b></p> <p><i>Context/additional information:</i> Your Academic CV should provide information about your record as a PhD or equivalent supervisor and there is no need to repeat that information in your application form. If you wish, you may use this section to describe any particular features of this area you would like to raise with the promotion panel.</p>
ALB8	<p><b>You have successfully led public or education engagement activities in your academic area.</b></p> <p><i>Context/additional information:</i> Describe how you have raised the profile of the University or your academic area through your activities. Engagement activities can include outreach, widening participation, and schools liaison.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> <li>• Appointment to high level national/international industry/other sector body/role.</li> <li>• Providing advice to boards of significant public bodies on the long term strategy of a particular national issue.</li> </ul>

Notes for applicants:

- in considering the 'continued record' or 'contribution' in these criteria, panels will make appropriate recognition of individual circumstances such as career breaks, maternity leave, long term illness and other significant events that may affect the applicants work as well as periods outside academia where funding, publication, PhD supervision and student education opportunities may be limited.

- the norm is that applicants will address all criteria in Section A and the required number from section B. However, we recognise that there may be justified cases where a different mix of criteria may be appropriate. If you feel that you cannot fully meet one (or more) of the criteria in Section A but that you can demonstrate an equivalent level of contribution against one (or more) than the required number of criteria in Section B, please discuss this with your HR Manager in the first instance.