

## Academic Grade 10 Promotions Criteria

### Excellence in Academic Leadership

The criteria 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 on the HR website to help you select appropriate evidence for each of these.

#### Section A

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

ALA1	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
ALA2	You have had a clear role and accountability for leading change, building teams and delivering outcomes, managing staff and resources to achieve this
ALA3	You influence key parties to bring benefits to the University or your profession
ALA4	You play a significant role in the wider community are externally recognised by peers as an academic leader
ALA5	You have initiated and led external collaboration in any aspect of your academic role
ALA6	You have a clear academic agenda with an ongoing plan for further academic leadership which reflects the University's direction
ALA7	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
ALA8	You have a sustained record of research activity (which might be pedagogic research) which is externally recognised with appropriate dissemination of the outputs
ALA9	You routinely provide mentoring or support to colleagues, acting as a role model and helping them to develop and improve

#### Section B

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

ALB1	You have a record of translational activity with demonstrable impact
ALB2	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.
ALB3	You have developed or managed modules, programmes or co-curricular activities and review and developed the curriculum
ALB4	You have developed the direction of teaching, learning and assessment policy, methods and practices
ALB5	You provide significant input into the quality of the student experience, making a positive impact on overall student learning
ALB6	You have a sustained record of academically excellent research outputs as evidenced within an international context.

ALB7	You have a sustained record of effective PhD supervision
ALB8	You have successfully led public or education engagement activities in your academic area.

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.

All staff are expected to operate in line with the University values and standards