

## Academic Grade 8 Promotions Criteria

### Excellence in Student Education

The criteria below set out what you need to demonstrate for entry level to academic grade 8 if you focus primarily student education 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:

SEA1	You are recognised within your faculty or school for high quality delivery, development and innovation in taught student education and the student experience.
SEA2	You communicate and disseminate good practice in student education.
SEA3	You have made a high quality contribution to taught student education and the student experience, providing effective personal tutoring or other support and guidance to students.
SEA4	You have independently managed the development of significant components of a teaching programme or co-curricular activities, and contributed to the review and development of the curriculum.
SEA5	You have contributed to teaching, learning and assessment policy and practice within the discipline or subject area.
SEA6	You input into the quality of the student experience making a positive impact on student learning.
SEA7	You are part of the wider academic or professional community, making a contribution to groups and networks to facilitate discussion or application of pedagogical developments.
SEA8	You have a clear plan of future pedagogic research or development of teaching practice and policy which reflects the University's direction.
SEA9	You have taken forward initiatives, possibly as a member of a team.

#### Section B

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

SEB1	You conduct research, systematic investigation or other ongoing academic activity relating to learning and teaching.
SEB2	You have contributed to public or education engagement activities within your academic area.
SEB3	You engage in external collaboration in any aspect of your academic role.
SEB4	You have contributed to obtaining the resources to successfully undertake research activity, which may be through bids for grants or other awards as appropriate to the discipline.
SEB5	You have successfully undertaken a programme of original research and have a record of disseminating your research in quality publications or other media.
SEB6	You explore and develop opportunities for translational activity, possibly in collaboration with others.

SEB7	You contribute to effective PhD student supervision, where appropriate.
SEB8	You establish internal and external contacts to facilitate the exchange of ideas on an ongoing basis.
SEB9	You provide leadership and direction to a body of people or an area of work.
SEB10	You routinely provide mentoring or support to colleagues helping them to develop or improve.

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