

Academic Grade 9 Promotions Criteria

Excellence in Student Education

The criteria below set out what you need to demonstrate for entry level to Associate Professor 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 have a growing reputation within and beyond the University for high quality delivery, development and innovation in taught student education and the student experience.
SEA2	You communicate and disseminate your achievements in student education both within the University and in the external arena.
SEA3	You have made a sustained, 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 developed or managed modules, programmes or co-curricular activities and review and develop the curriculum.
SEA5	You have played a significant role in the direction of teaching, learning and assessment policy, methods and practice within your discipline or subject area.
SEA6	You provide significant input into the quality of the student experience, making a positive impact on overall learning.
SEA7	You play an active role in the wider academic or professional community, making a contribution to internal/external networks to facilitate the development of the discipline.
SEA8	You have a sustainable plan of future pedagogic research or development of teaching practice and policy which reflects the University's direction.
SEA9	You provide leadership and direction to a body of people or an area of work.

Section B

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

SEB1	You have developed and led a programme of high quality 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 played a clearly identified role in obtaining the resources to successfully undertake significant research projects, which may be through bids for grants or other awards as appropriate to the discipline.
SEB5	You have a sustained record of academically excellent research outputs as evidenced within an international context.
SEB6	You contribute to the strategic direction of research and innovation within your school, faculty or subject area.

SEB7	You engage in translational activity with demonstrable impact.
SEB8	You carry out effective PhD student supervision, where appropriate.
SEB9	You actively participate in groups and committees within the University to influence strategic requirements and priorities.
SEB10	You have led a significant strategic innovation, facilitating effective working between areas and managing resources and/or staff.
SEB11	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