

Appendix D Academic Promotions Procedure - Teaching and Clinical Staff

Indicative criteria for Academic Promotion to Grade 9 and above on the teaching and clinical staff career path

Teaching Fellow grade 9	Senior Teaching Fellow grade 10	Associate Professorial Teaching Fellow (grade 10)	Professorial Teaching Fellow (prof band)
<ul style="list-style-type: none"> • Evidence of excellent teaching practice and excellent student feedback • Considerable positive impact on student learning outcomes • Holds PGCPP or equivalent teaching qualification • Has Senior Fellowship of the HEA (see Appendix F) • Experienced teacher with evidence of effective curriculum design, review and innovation • Evidence of continuous professional development in teaching and learning practices and/or professional practice where relevant • Evidence of pedagogic research and or scholarship within subject areas taught • Maintaining industry links and knowledge where relevant to subject 	<p>In addition to Grade 9 activities:</p> <ul style="list-style-type: none"> • Has Senior Fellowship of the HEA (see Appendix F) plus evidence of additional ongoing activity* • Evidence of leading and embedding School-wide initiatives in teaching and learning • Evidence of personal pedagogical research via publications, authored textbooks, review articles, conference presentations, exhibitions etc. • Successful support, supervision, management and mentoring of others across the School • Track record and current ongoing management, supervisory and representative roles within the School and/or University • Acting as a coach and role model for teaching 	<p>In addition to Grade 9 and Senior Teaching Fellow activities:</p> <ul style="list-style-type: none"> • Has Principal Fellowship of the HEA (see Appendix F) • Evidence of the positive impact of an initiative to improve the student experience on at least a School-wide or University level • Evidence of a pipeline of pedagogical research with an ongoing and upward trajectory towards becoming accepted as an external authority • 	<p>In addition to Grade 10 activities:</p> <ul style="list-style-type: none"> • Proven innovative teaching practice, adopted as best practice within the University and externally • Sustained contribution to the development and delivery of School and/or University strategy • Leadership of others including the ability to inspire, coach and mentor colleagues into developing their own teaching practice to the highest standards • Substantial experience in teaching and/or clinical leadership • Publication of text books and/or other teaching materials accepted externally as high quality in delivering the subject matter to students nationally and internationally • Evidence of significant leadership and management contributions with current ongoing responsibilities either within the School or the wider University e.g.

<ul style="list-style-type: none"> Evidence of effective administration and management activities such as Programme Director 	excellence through excellence in own practice, mentoring other less experienced teachers		through Associate Dean or Head of Academic Department roles
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*The type of activities which will meet these requirement are: gaining MEd; becoming a RITE mentor; sitting on a RITE panel; being a panel member on programme review; scrutineering of documents for processes such as annual monitoring of School reports or periodic reviews; evidence of maintaining teaching standards through current and ongoing activity e.g. via participation in teaching committee, chairing related groups, chairing University short-life working groups on teaching and learning issues such as student retention; develop and deliver CPD sessions.