



Academic
Promotion 23-24

Academic Promotion Pathway

Traditional academic Career

undertaking both research and teaching

Grade	Teaching/Clinical Career path undertaking scholarship but not required to carry out academic REF submissible research	Teaching and research academics with a focus on Teaching and Learning (academic research required at ability and effectiveness level)	Balanced teaching and research profile (REF submissible research, teaching)	Teaching and research academics with a focus on research. (Teaching required at the ability and effectiveness level)	Research Career path mainly employed on externally funded projects. Not required to teach.
	7	Teaching Assistant			
8	Teaching Associate/Teaching fellow		Lecturer		Research Associate/Research Fellow
9	Teaching Fellow		Lecturer		Research Fellow
10	Senior Teaching Fellow		Senior Lecturer		Senior Research Fellow
10	Associate Professional Teaching Fellow		Reader Grade 10/Associate Professor		Reader/Associate Professorial Fellow
Prof Salary Band	Professional Teaching Fellow		Professor		Professorial Research Fellow

Criteria for Promotion

Teaching
and Learning
Excellence



Research
Excellence

Both routes require you to demonstrate

Citizenship, Management and Leadership and Knowledge Exchange

Criteria for promotion

- Expectations set in line with subject norms, seniority, career path and focus.
- Those on balanced T&R contracts need to maintain the ability levels in the areas which is not their main focus.
- For those on T & R contracts applying at Senior Lecturer and above - an area of excellence is chosen from either Research or Teaching and Learning.
- The rounded profile (exceptional cases) T & R staff who hold significant management responsibilities alongside exceeding ability & effectiveness in both Teaching and Research criteria.
- At all early career stage levels, the focus is on demonstrating ability and effectiveness.
- Those on single track career path will need to demonstrate achievements at a step higher than their counterparts on a balanced T&R contract e.g. Senior Research Fellow, research expectations are higher than Senior Lecturer's research expectations
- There are 2 pillars which underpin all levels and categories, Citizenship, Management and leadership and Knowledge Exchange.
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How are achievement considered?

- In line with the norms for your subject discipline when considering research outputs, income generation etc
- Citizenship, management and leadership demonstrating the University's values via collegiate behaviours and activity, role modelling, showing leadership which meets the University's Strategic objectives, not just individual goals.
- Knowledge Exchange evidencing how individual contribution enhances knowledge exchange.
- For those on T&R contracts need to establish excellence in either research or teaching. There may be some exceptional cases of a more rounded profile where ability & effectiveness are exceeded in both, combined with strength in citizenship, leadership and management and knowledge exchange.
- Detail the impact of the activity and how this ties in with Aston's key beneficiaries e.g. research which is impactful, collaborative, excellent and sustainable.
- Applicants are encouraged to disclose (confidentially) where circumstances have impacted achievements e.g. due to maternity or parental leave, health matters, the impact of Covid.

Citizenship, management and leadership

- You will need to demonstrate:-
- Academic citizenship within professional contexts, for instance in professional bodies and subject associations
- Behaviours which support the University's values, collaborative and innovative, alongside inclusion, ambition and integrity.
- At Senior Lecturer /Senior Research Fellow/Senior Teaching Fellow and higher levels effective leadership and management form an essential part of the expectations.

The steps

- Before applying seek advice from those who support and develop you in your role? (Ask am I ready for promotion? Am I doing the extra and beyond the basics of the role?)
- If you believe you satisfy the first point, you can apply using the Vacancy Manager, it will populate the key information to prevent duplication from previous years.
- You should check previous year's submission, is it sufficiently focused as to the requirements of the Academic Promotion Criteria. You should ensure that you demonstrate what you have achieved since your last submission and/or appointment.
- Submissions will be considered by the College Promotions Committee for the following roles below Reader and Professor.
- Submissions will be considered by the University Promotions Committee for the following roles Reader, Professor, Professorial Re-banding.

Teaching evidence

- Strength in Teaching and Learning evidence
- Student feedback and reflective practice with independent evidence for example, module feedback, programme performance data, NSS & PTES and relevant stakeholder feedback from students, external examiner, PSRBs etc
- Advance HE Fellowship at the relevant level (see criteria)
- Role modelling and coaching others in effective teaching and learning practice
- External awards, funding and invitations to speak at conferences on T&L
- Scholarly activity such as contributions to peer-reviewed pedagogic publications and contributed to nationals/international policy in learning and teaching.

Process -

- Promotions committees assess research excellence against our research strategy:
- Demonstrable contribution to research impact
- A record of collaboration with university and non-university partners, including interdisciplinary research
- Excellence through equivalent 3* and 4* outputs
- Sustainability through grant capture, especially UKRI and industry funding
- In practice, this will vary according to disciplinary norms in each College (e.g. around PhD students); however, beyond SL, evidence of leadership (for instance through UKRI awards as PI) will be important, as will some 4* equivalent outputs
- In general, promotions committees are assessed as a profile, not checking individual thresholds.

Where next?

- Having asked am I ready for academic promotion?
- Go to <https://jobs@aston.ac.uk>
- View all Vacancies
- Locate Academic Promotions 23/24
- Closing Date: 31 January 2024* Please note the committee will consider whether a longer period is required but please work to this date.

Finally

- There is no need to provide referee details for any level or pathway.
- Please take the time to read the Academic Promotions Procedure before apply for promotion.

Useful links

- You will find the Academic Promotions Procedure [Academic Promotions Process 2023-24 V4 Nov 2023.pdf](#)
- Academic Promotions Flow Chart [Academic Promotions Flowchart & Timeline AY 23 24.pdf](#)
- Vacancy Manager Link - <https://jobs.aston.ac.uk/Logon/>
- Appendix D updated [Promotions - Appendix D - criteria for promotion on teaching and clinical career path 2023 amends Clinicians v2.pdf](#)