

Teaching & Research Staff

Indicative criteria for Academic Promotion to Grade 10 and above* on the balanced academic Teaching & Research career path

Research		Senior Lecturer	Reader	Chair
Research	Ability	A developing record of research, appropriate to the subject area, which is impactful, collaborative, excellent and sustainable. This typically includes an average of one output per year in a good quality internationally recognised journal as well as other publications such as book chapters or conference proceedings. Over the course of the total REF period, the profile must include pro-rata at least two outputs at a level equivalent to 3* or above.	An established record of research, appropriate to the subject area, which is impactful, collaborative, excellent and sustainable. This includes outputs and/or impact and continuing scholarly activity as per Senior Lecturer. Over the course of the total REF period, the profile must include pro-rata at least three outputs at a level equivalent to 3* or above.	A good record of research, appropriate to the subject area, which is impactful, collaborative, excellent and sustainable. This includes outputs and/or impact and continuing scholarly activity as for Senior Lecturer and Reader. Over the course of the total REF period, the profile must include pro-rata at least three outputs at a level equivalent to 3* or above.
	Excellence	An established national research profile which is impactful, collaborative, excellent and sustainable, as appropriate to the subject area. This includes evidence of a growing body of recent outputs at a level equivalent to both 3* and 4* quality; evidence of generating research impact; evidence of esteem, including invited presentations; evidence of research student supervision and successful completion; developing research leadership including attracting grant income at levels appropriate for the subject area.	A rapidly developing international research profile which is impactful, collaborative, excellent and sustainable, as appropriate to the subject area. This includes a record of outputs at a level equivalent to both 3* and 4* quality, on an upward trajectory; evidence of significant research impact; evidence of esteem including prizes, awards and invited keynote lectures; an established record of research student supervision and successful on-time completion; evidence of research leadership, including collaborative and interdisciplinary research; a track record of, and current active, grants at levels appropriate for the subject area, including as PI.	An established international research profile which is impactful, collaborative, excellent and sustainable, as appropriate to the subject area. This includes an established record of outputs at a level equivalent to both 3* and 4* quality and which demonstrate significance for the subject area; evidence of significant research impact; a record of esteem including prize, awards and invited keynote lectures; a well established record of research student supervision and successful on-time completion; evidence of successful leadership and team-building in research, including collaborative and interdisciplinary research; a track record of research grant income as both PI and CI in line with the expectations for the subject area and successful completion of externally funded research projects.

* Movement from Grade 8 to Grade 9 on the Teaching and Research career path is a progression subject to meeting ability and effectiveness criteria

Teaching & Learning		Senior Lecturer	Reader	Chair
Teaching & Learning	Ability	<p>Develop and adopt an appropriate range of approaches to learning, teaching and assessment that meet the needs of the subject discipline and align with Aston's Education Strategy.</p> <p>Independently assessed ability to communicate the discipline effectively in a learning and teaching context.</p> <p>Evidence of quality and innovation in learning and teaching.</p> <p>Evidence of good student feedback on their learning experience and critical reflective practice.</p> <p>PGCPP/Advance HE Fellowship.</p> <p>Evidence of effective leadership and management at Module/Programme level e.g. Module Leader, Programme Director.</p>	<p>Develop and adopt an appropriate range of approaches to learning, teaching and assessment that meet the needs of the subject discipline and align with Aston's Education Strategy.</p> <p>Independently assessed ability to communicate the discipline effectively in a learning and teaching context.</p> <p>Evidence of good student feedback and strong reflective practice that can be shown to have enhanced pedagogic practice and the student learning experience.</p> <p>Evidence of contributing to learning and teaching initiatives which can be evidenced to have enhanced student learning, student progression and/or student achievement within the subject discipline.</p> <p>PGCPP/Advance HE Fellowship or above.</p>	<p>As for Reader but additionally:</p> <p>Normally, Advance HE Senior Fellowship or above.</p> <p>Evidence of leading and contributing to Department, College or Institutional learning and teaching activities/initiatives which can be evidenced to have impacted positively on the student learning experience.</p>
	Excellence	<p>Demonstrate high quality learning and teaching with independently assessed evidence of excellence; PGCPP (or equivalent) qualification, Advance HE Senior Fellowship; evidence of innovative teaching developments that can be shown to have positively impacted upon student learning/student experience at module/programme level; evidence of the analysis and ongoing use of student feedback and critical reflective practice to achieve excellent personal performance (required); evidence of participation in curriculum development and/or review at module/programme level; contribution to wider School activities that relate to the student experience.</p>	<p>Independent evidence of excellence and innovation in learning and teaching including evidence of good student feedback and the adoption of strong reflective practice which can be shown to have enhanced individual pedagogic practice and programme performance through the regular review and analysis of appropriate data (e.g. module feedback, programme performance data, NSS & PTES) and relevant stakeholder feedback (e.g. students, external examiner, PSRBs).</p> <p>Evidence of significant contribution to major College/Institutional learning and teaching initiatives; and external projects which can be shown to have impacted positively on the student learning experience across the subject discipline, Department or School.</p> <p>Advance HE Senior Fellowship or above</p>	<p>As for Reader but additionally:</p> <p>Advance HE Principal Fellowship (see Appendix F);</p> <p>Appropriate national/international recognition/award for teaching excellence (e.g. National Teaching Fellowship);</p> <p>Evidence of successfully introducing and implementing significant College/Institutional initiatives that can be shown to have innovated learning and teaching and enhanced the student learning experience at Aston.</p> <p>Lead a good range of activities relating to learning and teaching across the College and the University.</p> <p>A leading role in the support and mentoring of staff new to learning and teaching across the University.</p>

			<p>Established national, and developing international, profile in learning and teaching through invitations to speak at national/international conference and events; external awards and funding/grants for learning and teaching; external collaborations in learning and teaching and invitations to act as an external examiner at other HE institutions.</p> <p>Recognised as a role model for learning and teaching within the College, contributing to the promotion of high quality learning and teaching within the College and more widely across the institution.</p> <p>Making an effective contribution to the support and mentoring of staff new to learning and teaching within the College</p> <p>Demonstrable scholarly activity with evidence of contributions to peer-reviewed pedagogic publications and/or contributions to national/international policy in learning and teaching.</p>	<p>A strong record of scholarly activity and peer-reviewed publications in learning and teaching.</p> <p>Significant contributions to national/international policy in learning and teaching.</p>
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