

Appendix D Academic Promotions Procedure - Teaching and Clinical Staff (Amended November 2023)

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

Teaching Associate grade 8	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 employing an appropriate range of pedagogies and receiving excellent student feedback • Demonstrable positive impact on student learning outcomes • Holds PGCPP or equivalent teaching qualification • Has Advance HE Fellowship 	<ul style="list-style-type: none"> • Evidence of excellent teaching practice employing an appropriate range of pedagogies and receiving excellent student feedback • Demonstrable positive impact on student learning outcomes • Holds PGCPP or equivalent teaching qualification • Has Advance HE Fellowship or for clinical academics member of academy of medical educators/recognised trainer of General Medical Council)* (see Appendix F) • Experienced teacher with evidence of effective curriculum design, review and innovation 	<p>In addition to Grade 9 activities:</p> <ul style="list-style-type: none"> • Has Advance HE Senior Fellowship or for clinical academics member of academy of medical educator/recognised trainer of General Medical Council)* (see Appendix F) • Evidence of effectively leading and embedding College-wide initiatives in learning and teaching • Some contribution to College and Institutional activities relating to the enhancement of learning and teaching across the institution (e.g. RITE mentorship; PGCert/MEd/EdD project supervision; 	<p>In addition to Grade 9 and Senior Teaching Fellow activities:</p> <ul style="list-style-type: none"> • Has Advance HE Principal Fellowship or Masters in Education/higher education for clinical academics* (see Appendix F) • Evidence of leading a variety of learning and teaching initiatives that can be evidenced to have innovated and/or enhanced the student learning experience at College or institutional level • Established national, and developing international, profile in learning and teaching through invitations to speak at national/international 	<p>In addition to Grade 10 activities:</p> <ul style="list-style-type: none"> • Recognised within the University and externally for excellence in learning and teaching, with a proven track record of delivering high quality, innovative teaching and/or clinical leadership • External recognition of excellence in learning and teaching (e.g. National Teaching Fellowship) • Demonstrable impact beyond the institution in taking forward learning and teaching • A track record in the development and sustained leadership of strategic initiatives in learning and teaching which can be shown to have contributed to positive outcomes for

<p>(see Appendix F)</p> <ul style="list-style-type: none"> Experienced teacher with evidence of effective curriculum design, review and innovation Evidence of continuous professional development in teaching and learning practices 	<ul style="list-style-type: none"> Evidence of continuous professional development in teaching and learning practices Evidence of scholarly activity and some engagement with pedagogic research within subject disciplines taught Evidence of research-informed curriculum, maintaining industry links and knowledge where appropriate Evidence of effective leadership and management activities at Programme/School level e.g. Programme Director, Project Lead at School level 	<p>serving as a member on College and Institutional Committees and Working Groups responsible for the learning and teaching agenda; acting as a Chair/panel member for internal and external QA activities)</p> <ul style="list-style-type: none"> Demonstrable evidence of scholarly activity in learning and teaching, together with some pedagogic research via publications, authored textbooks, review articles, conference presentations, exhibitions etc. Successful support, supervision, management and mentoring of others across the College Track record and current ongoing management, supervisory and representative roles 	<p>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> <ul style="list-style-type: none"> Significant pedagogic or clinical research profile with an ongoing and upward trajectory towards becoming accepted as an external authority Evidence of some contribution to national/international policy in learning and teaching. Regular and effective contribution to College and Institutional activities relating to the enhancement of learning and teaching across the institution (e.g. RITE/NTFS mentorship; PGCert/MEd/EdD 	<p>learners at College and/or University level</p> <ul style="list-style-type: none"> Evidence of contributing to the enhancement and innovation of learning and teaching at a national/international level, through policy, strategy and/or professional development activities. Significant leadership of others across the institution including the ability to inspire, coach and mentor colleagues into developing their own teaching practice to the highest standards, aligning with Aston's Education Strategy An established national and international profile in pedagogy within the discipline or more broadly, with invitations to speak about pedagogy or clinical teaching at conferences and events; contribute to external projects and act as an external adviser to other
---	--	--	--	---

		<p>within the College and/or University</p> <ul style="list-style-type: none"> • Acting as a coach and role model for teaching and learning excellence through excellence in own practice, mentoring other less experienced teachers within the College and wider University 	<p>project supervision; serving as a member on College and Institutional Committees and Working Groups responsible for the learning and teaching agenda; acting as a Chair/panel member for internal and external QA activities)</p>	<p>HE institutions and professional bodies</p> <ul style="list-style-type: none"> • A significant pedagogic or clinical research profile, with peer-reviewed publications and recognition as an external authority in one or more aspects of learning and teaching/clinical practice • Evidence of significant leadership and management contributions to the work of the College and the University in driving forward and promoting excellence in learning and teaching at Aston • Acquisition of external funding for developments in learning and teaching at an appropriate level
--	--	---	--	---

*Guidance note for applications from practising clinicians

Membership of academy of medical education or being a recognised trainer for the General Medical Council (GMC) may be considered as an alternative to Advance HE senior fellowship.

A masters in medical education may be considered as an alternative to Advance HE Principal Fellow

Clinical research and scholarship including (but not limited) to laboratory science, clinical trial research and clinical papers may be considered as equivalent to pedagogical research and scholarship.

