

Academic Promotions Procedure: Appendix G

Leadership, management and citizenship criteria

General principles

All applicants will need to demonstrate their citizenship activities and the impact of these activities. Leadership and management forms an essential part of the expectations at Senior Lecturer, Senior Research Fellow and Senior Teaching Fellow and above. Evidence of leadership at lower levels of application is also welcomed and will strengthen a case for promotion. The examples below are cumulative and therefore the expectation at senior levels is that lower level activity will be undertaken as well as the higher level examples. The category also includes academic citizenship within professional contexts, for instance in professional bodies and subject associations.

	Examples levels of activity (cumulative)
Grade 8	<p>Presenting own work to others</p> <p>Proactively participating in University events such as open days, student events, student employability, relevant committees</p> <p>Demonstrating through own behaviours and activities the University's values (Collaborative and Innovative; Professional and Ambitious; Ethical and Inclusive)</p>
Grade 9	<p>Leading initiatives and activities with colleagues at Away Days and other team focussed events</p> <p>Acting as Programme Director, supervising teaching teams in successful delivery of programmes</p> <p>Leading and delivering CPD activity to colleagues</p> <p>Leading and fostering relationships with local schools, businesses, community groups, cultural organisations which secure reputational benefits for the Department/School/College</p> <p>Taking a lead in engaging non-specialist audiences through events and activities such as science outreach/community events</p> <p>Reviewing for journals and publishers</p> <p>Contributing to recruitment of academic staff</p>
Senior Lecturer/Reader	<p>Managing a research project and leading the associated staff and students to successful delivery of project outputs</p> <p>Leading others via role modelling the University's values e.g. by connecting colleagues with others across the University as well as externally to create collaborative links and partnerships</p> <p>Effectively undertaking Head of Department / Associate Dean role, including line management where appropriate</p> <p>Show evidence of the inspiring impact of coordinating others in the pastoral/academic support to students</p> <p>Leading national or international student recruitment activity</p> <p>Regular and sustained academic mentoring at Aston, including supporting early career staff within the Department or wider School</p> <p>Convening panels at major academic conferences</p> <p>Acting as external examiner for programmes at other institutions</p> <p>Taking on a role within a professional body or subject association</p> <p>Leading recruitment of academic staff</p> <p>Acting as external examiner for PhD theses</p>

	<p>Leading a College research group</p> <p>Responding to student complaints and appeals</p> <p>Contributing to funders' review panels or review panels determining access to access to facilities such as beam time</p> <p>Professional Standards Regulatory Body liaison and engagement.</p> <p>Where relevant, leading on PSRB accreditation.</p>
Professor Band 1	<p>Contributing to and influencing the effective outputs of formal committees.</p> <p>Effectively carrying out the role of Director of Research Centre or Director of Research Institute</p> <p>Leading key processes and strategic initiatives with an impact that reaches beyond the relevant College</p> <p>Chairing a major committee or working group (at least at University-wide level of impact)</p> <p>Developing new partnerships and strengthening existing industry, education and/or research partnerships</p> <p>Leading international partnerships on behalf of the University with reputational and/or financial benefits to the University</p> <p>Undertaking key leadership roles in an effective way which advances the College's goals and strategy e.g. leading the College level activity in REF, TEF, KEF</p> <p>Showing evidence of creating and implementing strategies and policies which lead to impactful pastoral/academic student support</p> <p>Role modelling inclusive leadership e.g. as a champion for initiatives such as student surveys (NSS, PTES), staff & student wellbeing etc., successfully securing Athena Swan accreditation</p> <p>Actively encouraging and supporting the ambitions and personal development of others both formally and informally</p> <p>Taking on a leadership role within a professional body or subject association</p> <p>Editorship of a journal</p> <p>Successfully undertaking senior College level roles such as Deputy Dean, Head of School</p> <p>Undertaking investigations and contributing to complex HR processes</p>
Professor Band 2	<p>Leading significant challenges for the University or leading in exploiting activity with significant opportunity for the University</p>
Professor Band 3	<p>Leading a strategic strand of University activity, typically as a member of the University's Executive</p>