

CRITERIA FOR PROMOTION TO SENIOR LECTURER

Recommendations for promotion to Senior Lecturer should be compiled with reference to the indicative lists of achievements provided here.

NOTE – the expectation is that applicants will have EXCELLED IN THREE of the four categories listed below and be ACTIVE IN THE FOURTH.

A. TEACHING, LEARNING AND STUDENT EXPERIENCE:

To “excel” a candidate should demonstrate THREE of the following (please identify); to be “active” a candidate should demonstrate ONE of the following (please identify):

1. A sustained and auditable record of high quality teaching, feedback and support for learning using an evaluation of student feedback and peer review of teaching and/or a prize/grant for teaching.
2. Successful innovation, particularly in partnership with BEEC in the development or application of effective teaching and assessment and feedback methods, academic support and students’ personal development.
3. The design, planning and implementation, particularly in partnership with BEEC of a range of effective and inclusive teaching and supporting learning activities, including the use of learning technologies.
4. A record of successful supervision and progression of postgraduate student(s)
5. Undertaking activities, publishing and/or developing materials that contribute to the practice of teaching in the discipline and improve the quality of student learning.
6. Other (please specify) e.g. contribution to the development of the student experience (including for international students).

These contributions should be sustained, normally spanning a number of years, recognised by students and peers, and clearly evidenced and auditable as part of the promotion application.

B. RESEARCH:

To “excel” a candidate should demonstrate THREE of the following (please identify); to be “active” a candidate should demonstrate ONE of the following (please identify):

1. A sustained and auditable research record; this will be linked to a portfolio of 3*/4* outputs published primarily in major journals, etc (please use BRAD to evidence this);
2. Success in winning and managing research grants/contracts as Principal or Co-Investigator at a funding level appropriate to the discipline.

3. A record of successful supervision and progression of research staff/research students

4. Impact through their research and/or engagement with enterprise within Brunel, nationally or internationally.

These contributions should be sustained, normally spanning a number of years, recognised by the research community, appropriate to the discipline and clearly evidenced and auditable as part of the promotion application.

C. LEADERSHIP, MANAGEMENT AND COLLEGIALITY:

To “excel” a candidate should demonstrate THREE of the following (please identify); to be “active” a candidate should demonstrate ONE of the following (please identify):

1. The successful leadership over several years of either one significant responsibility, e.g. admissions tutor, joint programmes coordinator, placements tutor, etc, or a range of responsibilities at the level of the Division/Department/College/University.

2. The successful leadership/management of initiatives at the level of the Division/Department/College/University, such as: the enhancement of employability initiatives, activities to reduce attrition, programmes to convert high performing students, the innovation of student welfare initiatives, etc.

3. The successful leadership of at least one teaching module over a number of years

4. The support of colleagues in their academic development.

5. Leading curriculum planning, innovation and design at module level and/or contributions to the development of research strategies in the Division/Department/Theme;

6. Other (please specify)

D. EXTERNAL IMPACT AND MARKERS OF ESTEEM

To “excel” a candidate should demonstrate THREE of the following (please identify); to be “active” a candidate should demonstrate ONE of the following (please identify):

1. the ability to initiate and develop new relationships with client and/or professional organisations, overseas universities, etc.

2. contribution to outreach and/or Widening Participation and public engagement activity

3. generating funding for external networks of contacts to develop and/or consolidate one or more teaching/research/practical interests of the Division/Department.

4. The building of a national profile (including national prizes) in their field of expertise.

5. Membership of editorial boards, prestigious committees, learned bodies, panels of experts etc.
6. Invitations to speak at prestigious meetings
7. External examining at a peer institution
8. Other (please specify)

CRITERIA FOR PROMOTION TO READER

Recommendations for promotion to Reader should be compiled with reference to the indicative lists of achievements provided here.

NOTE – the expectation is that applicants will have EXCELLED IN THREE of the four categories listed below and be ACTIVE IN THE FOURTH.

A. TEACHING, LEARNING AND STUDENT EXPERIENCE:

To “excel” an applicant must meet THREE of the criteria outlined for Senior Lecturer plus THREE of those listed below. To be “active” an applicant must meet THREE of the criteria outlined for Senior Lecturer plus ONE of those listed below:

1. Demonstrable and evidenced leadership, particularly in partnership with BEEC in activities relating to the enhancement of teaching, learning and the student experience, including taking a lead in terms of the Education strategy for the Division/Dept;
2. An auditable record of sustained excellence in teaching as captured in student evaluations, peer review, external examiner comments etc, as well as successful research student supervision, progression and completion in a timely manner;
3. Innovative development and leadership, particularly in partnership with BEEC in uses of learning technologies and techniques within the Division/Department/College and the University more widely.
4. Other (specify)

These contributions should be sustained, normally spanning a number of years, recognised by students and peers, and clearly evidenced and auditable as part of the promotion application.

B. RESEARCH:

To “excel” an applicant must meet THREE of the criteria outlined for Senior Lecturer plus THREE of those listed below. To be “active” an applicant must meet THREE of the criteria outlined for Senior Lecturer plus ONE of those listed below:

1. A significant role in a research theme/group/centre with internal collaborators
2. Major collaborative activity with other institutions and/or bodies, bringing significant benefit to the University’s standing
3. Leadership and a track record of innovation/enterprise, or knowledge exchange, technology-transfer or public engagement with research activities
4. Other (please specify)

These contributions should be sustained, normally spanning a number of years, recognised by students and peers, and clearly evidenced and auditable as part of the promotion application.

C. LEADERSHIP, MANAGEMENT AND COLLEGIALITY:

To “excel” an applicant must meet THREE of the criteria outlined for Senior Lecturer plus THREE of those listed below. To be “active” an applicant must meet THREE of the criteria outlined for Senior Lecturer plus ONE of those listed below:

1. Successful strategic leadership and management of change at Division/Department/College level over a sustained period
2. Effective management and leadership qualities at a senior level over a sustained period
3. Established and developed sustainable academic/professional networks nationally or internationally which bring benefit to the University over a sustained period
4. Other (please specify)

D. EXTERNAL IMPACT AND MARKERS OF ESTEEM

To “excel” an applicant must meet THREE of the criteria outlined for Senior Lecturer plus THREE of those listed below. To be “active” an applicant must meet THREE of the criteria outlined for Senior Lecturer plus ONE of those listed below:

1. Represented the Division/Department/College’s activities with groups beyond the University, bringing benefit to the University over a sustained period
2. Significantly involved in the organisation of a major conferences
3. Consulted on technical and/or policy matters at national level
4. Other (please specify)

CRITERIA FOR PROMOTION TO CHAIR

Recommendations for promotion to Professor should be compiled with reference to the indicative lists of achievements provided here.

NOTE – the expectation is that applicants will have EXCELLED IN THREE of the four categories listed below and be ACTIVE IN THE FOURTH.

A. TEACHING, LEARNING AND STUDENT EXPERIENCE

To “excel” an applicant must meet THREE of the criteria outlined for Senior Lecturer, THREE of the criteria outlined for Reader AND meet the criteria below. To be “active” an applicant must meet THREE of the criteria outlined for Senior Lecturer and THREE of the criteria outlined for Reader:

Auditable and sustained evidence of effective achievements in teaching and/or supporting learning in terms of personal performance, strategic leadership, innovation, impact and dissemination, which are at least of national eminence and which have been sustained over a significant period. This is reinforced by a sustained commitment to and engagement in, continuing professional development related to academic, institutional and/or other professional practices.

B. RESEARCH:

To “excel” an applicant must meet THREE of the criteria outlined for Senior Lecturer, THREE of the criteria outlined for Reader AND meet the criteria below. To be “active” an applicant must meet THREE of the criteria outlined for Senior Lecturer and THREE of the criteria outlined for Reader:

An outstanding, auditable and sustained record of publication in leading peer-reviewed journals or other forms of output appropriate for the discipline at an international level; a sustained record of attracting major research grants and contracts, as appropriate for the discipline; has had a leadership role in a College research centre/Theme or a research group; has shown leadership and has a track record of substantial innovation/enterprise, or knowledge exchange, technology-transfer or public engagement with research activities

These contributions should be sustained, normally spanning a number of years, recognised by the research community, appropriate to the discipline and clearly evidenced as part of the promotion application.

C. LEADERSHIP, MANAGEMENT AND COLLEGIALITY:

To “excel” an applicant must meet THREE of the criteria outlined for Senior Lecturer, THREE of the criteria outlined for Reader AND meet the criteria below. To be “active” an applicant must meet THREE of the criteria outlined for Senior Lecturer and THREE of the criteria outlined for Reader:

Effective management and leadership qualities at University level over a sustained period.

D. EXTERNAL IMPACT AND MARKERS OF ESTEEM

To “excel” an applicant must meet THREE of the criteria outlined for Senior Lecturer, THREE of the criteria outlined for Reader AND meet the criteria below. To be “active” an applicant must meet THREE of the criteria outlined for Senior Lecturer and THREE of the criteria outlined for Reader:

A sustained, established international reputation and acknowledged expertise with senior managers in client organisations, professional associations, nationally and internationally and has contributed to setting up new initiatives especially international activities over a sustained period.