

Academic: teaching

Promotion to Professor (Grade 9)

Promotion in this category is based on evidence of achievement in the following areas of activity: Teaching and other student-related activity, together with evidence of achievement in Service and Leadership and/or Knowledge Transfer and External Engagement as appropriate.

An applicant will not necessarily need to show an equally high level of achievement in each of the areas of activity included in the case, but if not, then compensatory achievement in some other area of activity is required.

In any case for promotion to Professor, an assessment of performance in one of the chosen areas of activity as being below that expected of a Senior Lecturer will normally preclude promotion. However, in reaching its decision on cases with such an evaluation, the SPC/FPC will take account of any extenuating circumstances drawn to its attention and the applicant's performance in the other two areas.

All cases for promotion will be assessed in relation to the norms of the discipline within which the candidate works.

Teaching and other student-related activity

Evidence of **some activity in relation to all** of the following criteria and in addition a **high level of achievement with respect to some of the criteria**:

- a sustained record of successful teaching, including class-room or online delivery and related support in respect of allocation of teaching duties
- a sustained record of effective setting and marking of assessment, including provision of feedback to students
- a sustained record of effective delivery of student support as required by post

- a record of substantial development in the content, delivery or assessment of the curriculum at course-unit level
- a record of substantial contribution to programme management or development, including systems of student support
- a record of successful leadership in teaching and learning within the University of Manchester beyond the immediate organisational context
- a record of influence on the development of teaching and learning methodology and/or policy within the University of Manchester
- a record of influence on the development of teaching and learning methodology and/or policy outside the University of Manchester
- a record of development of activity that integrates social responsibility into the curriculum
- a sustained record of engagement with personal and professional development in relation to teaching and student support

Service and Leadership

- a record of successful leadership or management of a significant organizational unit or area of activity within the University
- evidence of leadership of, and/or a record of service to, relevant University-external academic or professional institutions or networks
- a record of successful support for the careers of colleagues

Knowledge Transfer and External Engagement

A record of achievement with respect to **some** of the following criteria (a candidate can either evidence equally high level of achievement with respect to all criteria appealed to or an exceptional level of achievement with respect to a smaller number combined with some activity with respect to some other criteria)

- evidence of leadership of, and/or a record of active participation in, advisory committees or professional or practice-based forums relevant to discipline
- a sustained record of productive involvement in knowledge creation and transfer in partnership with industry, government, NGOs, learned societies or professional bodies

- a sustained record of activity that enhances public understanding of, and engagement with, knowledge and research, or that contributes to a well-informed public debate
- a sustained record of external activity in support of the University's social responsibility goal
- evidence of influence on professional practice or on policy, including participation in professional or practice-based forums relevant to the staff member's discipline
- a record of creation, development and exploitation of intellectual property, including open access material