



The University of Manchester

## **Academic: teaching and research**

### **Promotion to Professor (Grade 9)**

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

### **Research**

- a sustained record and continuing trajectory of output of high-quality, peer-reviewed research publications or other equivalent recognised forms of research output appropriate to the discipline
- a sustained record of success in obtaining external research funding
- a sustained record of successful supervision of PGR students
- evidence of high standing in the relevant international research communities

And in addition a record of achievement with respect to **some** of the following criteria (a candidate can either evidence some achievement with respect to a

broad range of activity or a high level of achievement with respect to a more narrow range of activity, or some combination thereof):

- a record of making a positive contribution to the research development of others
- evidence of leadership of, and/or a record of service to, the research community external to the University
- evidence of initiating and participating in effective research collaboration, including beyond discipline where appropriate
- evidence of research activity that supports the University's social responsibility goal

### **Teaching and other student-related activity**

- a sustained record of successful teaching, including class-room or online delivery and related support in respect of allocated 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

And in addition a record of achievement with respect to **some** of the following criteria (a candidate can either evidence some achievement with respect to a broad range of activity or a high level of achievement with respect to a more narrow range of activity, or some combination thereof):

- a sustained record of development in the content, delivery or assessment of the curriculum at course-unit level
- a sustained record of effective contribution to programme management or development, including systems of student support
- a record of positive contribution to the development of teaching and learning within the University of Manchester, beyond the immediate organisational context
- a record of contribution to teaching and learning outside the University of Manchester
- a record of engagement with personal and professional development in relation to teaching and student support

- a record of development of activity that integrates social responsibility into the curriculum

### **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 in combination with some activity with respect to some other criteria):

- a sustained record of productive involvement in translating research into beneficial activity or positive change in the wider community
- 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 well-informed public debate
- a sustained record of external engagement using academic expertise or experience 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.