Academic: teaching and research

Promotion to Senior Lecturer (Grade 8, spinal points 45-51)

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 Senior Lecturer, an assessment of performance in one of the chosen areas of activity as being below that expected of a 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 normal level of achievement for Lecturer (Grade 7)

- an emergent record of output of high-quality, peer-reviewed research publications or other equivalent recognised forms of research output appropriate to the discipline
- some success in obtaining external research funding or active participation in externally funded research
- some involvement in supervision of PGR students
- evidence of positive recognition in the relevant international research communities

The level of achievement for promotion to Senior Lecturer

- an established 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 record of success in obtaining external research funding
- a record of successful supervision of PGR students
- evidence of a developing reputation 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):

- evidence of making a positive contribution to the research development of others
- a record of service to the research community external to the University
- evidence of 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 normal level of achievement for a Lecturer (Grade 7)

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

The level of achievement for promotion to Senior Lecturer

- 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 record of development in the content, delivery or assessment of the curriculum at course-unit level

- a record of effective contribution to programme management or development, including systems of student support

- evidence of a positive contribution to the development of teaching and learning within the University of Manchester, beyond the immediate organisational context

- evidence of a positive 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 normal level of achievement for a Lecturer (Grade 7)

- efficient performance of service and leadership tasks in respect of allocated duties

The level of achievement for promotion to a Senior Lectureship

- evidence of capacity to contribute creatively and constructively to the management of a significant organizational unit or area of activity within the University

- some successful involvement in service to relevant University-external academic or professional institutions or networks

- some evidence of willingness to support the careers of colleagues

Knowledge Transfer and External Engagement

A normal level of achievement for a Lecturer (Grade 7)

- some evidence of productive involvement in knowledge creation and transfer in partnership with industry, government, NGOs, learned societies or professional bodies
- some external activity in support of the University's social responsibility goal
- some activity that enhances public understanding of, and engagement with, knowledge and research, or that contributes to a well-informed public debate

The level of achievement for promotion to a Senior Lectureship

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

- a record of productive involvement in translating research into beneficial activity or positive change in the wider community
- active participation in advisory committees or professional or practice-based forums relevant to discipline
- a record of productive involvement in knowledge creation and transfer in partnership with industry, government, NGOs, learned societies or professional bodies
- a record of activity that enhances public understanding of, and engagement with, knowledge and research, or that contributes to well-informed public debate
- a record of external engagement using academic expertise or experience in support of the University's social responsibility goal
- some evidence of influence on professional practice or on policy, including participation in professional or practice-based forums relevant to the staff member's discipline
- creation, development and exploitation of intellectual property, including open access material