Academic: teaching

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: 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 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.

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 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 engagement with personal and professional development in relation to teaching and student support

And in addition a **high** level of achievement with respect to **some** of the following criteria:

- a record of substantial 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
- a record of a 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 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 Senior Lecturer

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

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):

- 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 or 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 a well-informed public debate
- a record of external activity 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
- a record of creation, development and exploitation of intellectual property, including open access material