

Appendix 1: Criteria for the promotion of Teaching Fellows

Teaching Fellow (grade 7) to Teaching Fellow (grade 8)

In considering promotion from Teaching Fellow (grade 7) to Teaching Fellow (grade 8), each candidate's performance will be considered in relation to all of the criteria below.

- A record of development of new modules/groups of modules, or significant components of schemes of study or CPD modules.
- A proven and sustained track record of successful teaching.
- A high standard of teaching performance as judged by standard evaluation methods.
- Evidence of using feedback information from a range of sources to improve the student experience.
- Evidence of using knowledge arising from scholarship to enhance teaching and curriculum development.
- Evidence of engagement in advising students and proactively responding to student problems.
- Evidence of contributions to a relevant national professional body or recognised event.
- Evidence of identifying and employing current pedagogic best practice to improve the student experience.
- A significant contribution to School/departmental duties and responsibilities.

Teaching Fellow (grade 8) to Senior Teaching Fellow

In considering promotion from Teaching Fellow (grade 8) to Senior Teaching Fellow, each candidate's performance will be considered in relation to all of the criteria below.

- Evidence of innovative approaches to teaching, supervision or assessment, including appropriate uses of technology.
- Sustained high-quality teaching across the curriculum, as evidenced by surveys, questionnaires and peer review.
- Evidence of the integration of scholarship and professional practice with teaching activities.
- Evidence of successful curriculum design or re-design at course level.
- Evidence of an external profile, such as officership in a professional body, involvement in a national or international pedagogic body or similar.
- Successful completion of a major task which facilitates School or organisational unit performance or business e.g. leading the successful validation of a new course or establishing a new partnership initiative.
- Evidence of a capacity to contribute creatively and constructively to School management.
- Evidence of successful management of less experienced and/or professional services staff where such opportunities exist.
- Responsible and effective involvement in the broader pedagogic arena of the School and/or University including, where appropriate, a role providing support, pastoral care and guidance to students or colleagues.

Senior Teaching Fellow to Professorial Teaching Fellow

In considering promotion from Senior Teaching Fellow to Professorial Teaching Fellow, each candidate's performance will be considered in relation to all of the criteria below.

- Evidence of quality in teaching and learning demonstrated in a range of measures, including student satisfaction; of thoughtful and effective innovation in the development of new courses and/or programmes; and of leadership in the promotion of teaching and learning in the subject.
- Proven innovative teaching practice, typically adopted as best-practice within the institution and elsewhere.
- Evidence of providing, or demonstrable potential to provide academic leadership, development, mentoring and career management advice for colleagues, research assistants and students in the area of teaching and learning.
- Leadership of or holding senior office in a national or international subject association or pedagogic policy unit, e.g. HEA or QAA.
- Evidence of commitment to improving the student experience and/or leadership of a major change project at University level designed to improve the student experience.
- Publication of highly-regarded text books, other significant teaching materials for use in higher education, chosen by third parties on a discretionary basis, and/or publication of pedagogically driven research in recognised high quality outlets.
- Evidence of leadership in the teaching of her or his own discipline and/or cognate disciplines, demonstrating an ability to inspire colleagues to develop their own teaching potential, including partnerships with individuals and/or bodies of international standing.
- Academic distinctions (e.g. academic awards and prizes).
- Influence on the formulation of strategy and policy in pedagogy that extends beyond the University.
- Evidence of enhancing the international standing and profile of the School and University.
- A sustained contribution to the delivery of School and/or University teaching strategy.
- Evidence of exceptional collegiality.
- Demonstrable leadership within the School, creating significant performance improvement over a sustained period.