

Academic Promotion 2018



- Formal invite issued
- Discussions with Head of School/Head of Division (career development expectations, criteria for the academic levels and competencies, previous feedback)
- The role of the chair/panel (external advice)
- Timescales
- Feedback (full verbal and written, through HR by the HoS and HoD)
- PURE guidance
- Session with Nigel Seaton



- Academic Role Profiles
 - Examples at each grade level for teaching and learning and research and outreach/citizenship
- How is the application presented?
 - What should be included
 - What should not be included? E.g. do not include internal funding bids/awards (e.g. RLINCS)
- The application
 - Academic Grading Form
 - CVs (PURE)
 - CV Checklist
 - Format
 - Referees (5 names now required/prof ref request)
 - Publications list (h-index)

- T&L (various examples)
- Research & Knowledge Exchange (various examples)
- Examples of activity that contribute e.g. active citizenship, emerging national profile, influence on policy groups, research, external industry engagement, generating funds
- Other case study's and examples linked to the role profiles
- What is meant by 'extensive professional experience'
- Promotion without a PhD (what this means)

- Grade 7
 - Essential: appreciation of the values and practices associated with student learning in HE
 - Desirable: HE teaching qualification* and/or FHEA** or equivalent accreditation by appropriate professional bodies, module and programme leadership and development
- Grade 8
 - Essential: HE teaching qualification* and/or FHEA**, module leadership and development, curriculum development
 - Desirable: programme leadership and development
- Grade 9
 - Essential: HE teaching qualification* and/or SFHEA**, programme leadership and development, curriculum development
 - Desirable: previous management experience
- Grade 10
 - Essential: curriculum development UG and PG, national or international academic profile
 - Desirable: HE teaching qualification* and/or SFHEA**, policy formation, national/ international conference presentations etc.

* or equivalent experience

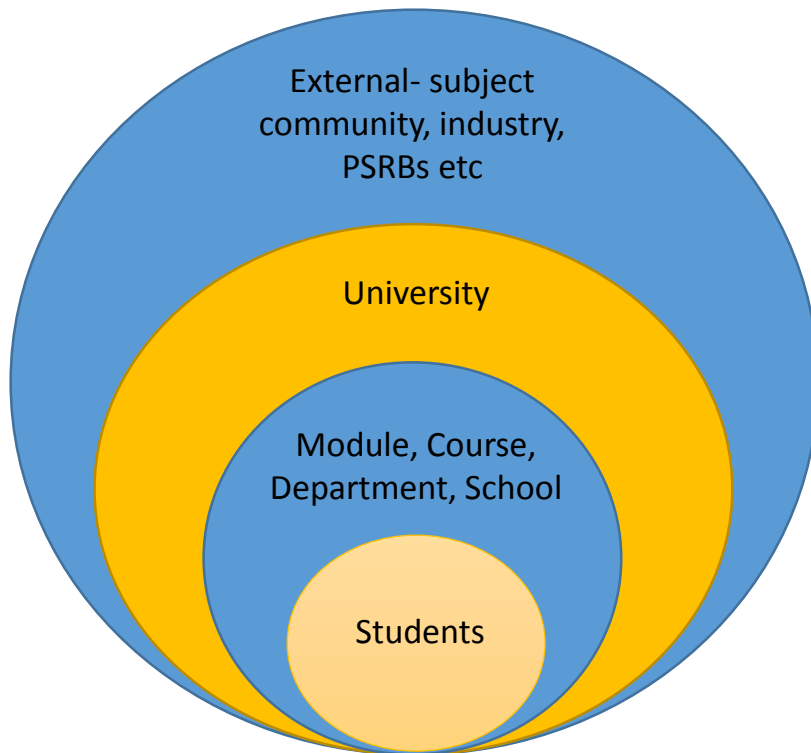
** or the ability to achieve this

- [UK Professional Standards Framework for Teaching and supporting learning in learning in higher education \(UKPSF\)](#)
- [HEA Framework- promoting teaching- making evidence count \(2014\)](#)
- Reflect upon achievements in terms of:
 1. Curriculum design and delivery
 2. Assessment and Feedback to learners
 3. Scholarship of Teaching and Learning (SoTL)
 4. Personal CPD
 5. Co-ordination, support, supervision, management and/ or mentoring of others (particularly for grades 9 and 10)

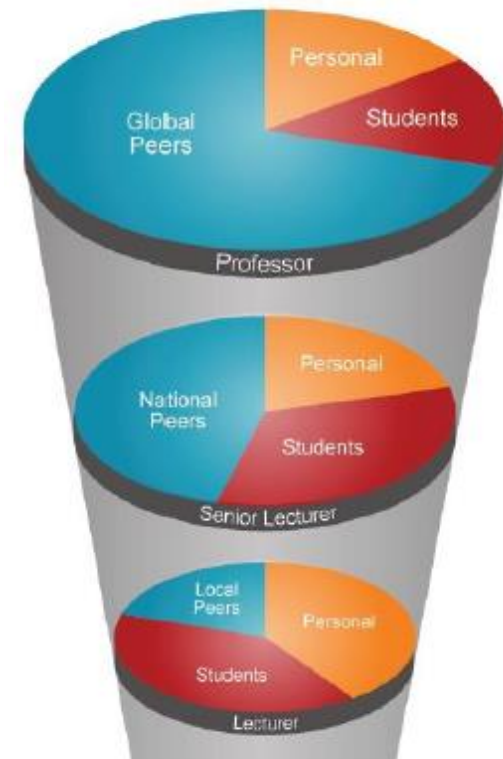
Quantitative and qualitative sources e.g.

- ✓ Student feedback: NSS and internal student surveys
- ✓ Student outcomes: attainment, retention, employment (DLHE)
- ✓ Student recruitment: business development
- ✓ SoTL: Publications- number and also number of citations (impact factor), income generation, conference presentations
- ✓ Peers: teaching observations, appraisals
- ✓ Outcomes from quality processes: ILR, annual monitoring, ELIR, accreditation panels etc.

1. Multi-layered



2. Career progression changes



Scale of impact- sphere of influence of the change

1. Personal- on you as an individual
2. Within the organisation e.g. students, staff- module, programme team, School, Division, University-wide
3. Sector- external to Abertay

Indicators of impact

- Perceptions e.g. satisfaction
- Student outcomes e.g. attainment, retention, attainment, employment
- Outputs- publications, income generation, conference presentations etc.
- Esteem- prizes, external engagement (EE, consultancy etc), publication citations, conference invitations etc.

Dependent on:

- Grade
- Academic subject
- Context of your role
- Activity at Abertay

- Demonstrate increasing levels of independence and leadership
- Income as appropriate to subject domain
 - NOT internal
 - Funding contribution to Abertay?
 - Your role – PI/Col/ other Abertay collaborators/team?
- Publications list: peer reviewed publications and other scholarly articles/books
 - PURE repository
 - h-index
 - Could include citation for individual publications?
- Impact / Impact Case Studies
- Industrial collaboration
- Practice -led and -based research
- Public Engagement

How are the following viewed?

- Research Degree Supervision
- Collaboration

1	Name
2	Education/qualifications
3	Professional memberships, Honours and Awards
	<i>Summary of:</i>
4	Employment History (including dates, organisations, roles)
5	Teaching Experience (including undergraduate and postgraduate, external examinerships, leadership, teaching innovation)
6	Research supervision (number and type of research student (i.e. PhD, Masters), whether 1 st or other supervisor, dates, and whether completed)
7	Research Experience
8	Other scholarly and professional activities
9	Leadership, management and administrative roles/experience e.g. Division Leader, Board/Committee membership (external and internal)
	<i>List of:</i>
10	External funding/grant awards/innovation vouchers (including role (e.g. Principal Investigator, named researcher), dates, funder and amount)
11	Publications (please include h-index)
12	Invited papers, conference talks and similar items of external recognition/esteem (including date and event)

Internal

- Member of influencing committees (Senate, Court)
- Running workshops (TLE etc)
- Short-life working group involvement
- Mentoring
- Athena Swan
- Health and Safety committee
- ...

External

- Professional body involvement
- Local or national branch involvement
- External examiner
- Advisor to local or UK government
- Outreach (Schools, Café Science etc)
- Board membership
- Editorial board membership
- ...

Q & A