

## Professional Development Programme: Criteria for Progression to Senior Lecturer (E&R)

The development of your career as an Exeter Academic will continue beyond confirmation of your appointment as a Lecturer. We expect Lecturers to progress to Senior Lecturer within 2 to 3 years, following satisfactory completion of probation (ie 4 to 6 years after appointment). During this period, your academic manager will continue to work with you to support your achievement of expectations in the areas of Education, Research and Impact and Academic Citizenship as summarised below.

The next stage in your development will see you build on the strong basis you have built during your probation period and allow you to further develop the skills and competencies you need to be an effective and successful Exeter Academic, achieving progression to Senior Lecturer in a reasonable timescale.

The Exeter Academic webpages provide more information about how the process for progression to Senior Lecturer operates at Exeter.

### **EDUCATION**

Exeter Academics are committed to providing an excellent student experience that is characterised by high quality and innovative research-led teaching and student support to produce graduates and postgraduates of distinction.

Exeter Academics are also committed to their own continuous professional development through critical self-evaluation and other forms of assessment of their teaching practice. Exeter Academics will contribute to the aims of our Education Strategy<sup>i</sup> by delivering teaching at undergraduate and postgraduate level and developing and supervising researchers.

<b>EDUCATION EXPECTATIONS FOR PROGRESSION TO SENIOR LECTURER</b>
To achieve progression to Senior Lecturer - in addition to continuing to meet the Education requirements for confirmation of appointment - you will be expected to:
➤ demonstrate engagement in continuing professional development related to teaching, learning, assessment and as appropriate related academic or professional practice;
➤ lead innovative, research-led and (wherever appropriate) inter-disciplinary teaching;
➤ support and promote high quality learning, evidenced by (inter alia) student achievement and external examiners' reports;
➤ demonstrate achievement in promoting student satisfaction, evidenced by (inter alia) good module evaluation or nomination for Students' Guild Teaching Awards;
➤ demonstrate successful promotion and support of student engagement, evidenced by (inter alia) mentoring and supporting development of Students as Change Agents and other similar initiatives;
➤ assume the role of module leader and demonstrate educational leadership beyond the module level, for example, programme leadership, admissions officer, senior tutor role.

It is recognised that you may not have the opportunity to undertake all of the examples given above. Your academic manager will discuss the appropriate expectations with you. The expectations agreed for you will be recorded and shared with you by your academic manager.

**RESEARCH, IMPACT AND KNOWLEDGE EXCHANGE**

The University of Exeter is an outstanding research-intensive university, known globally for its research excellence and impact. We encourage interdisciplinary working and have developed research strategies that break down internal boundaries and work in areas that fit closely with international research priorities.

Exeter Academics contribute to the aims of our Research and Impact Strategy<sup>1</sup> by: undertaking research which creates new knowledge leading to high quality research outputs; attracting competitive levels of research funding; engaging in knowledge exchange activities and delivering research impact; which helps to provide an excellent research environment including for the supervision of post-graduate research students.

Exeter Academics are also committed to applying all appropriate legal, ethical, professional and regulatory frameworks to the design and conduct of the research and to the principles of Open Research.

Exeter Academics contribute to our collective vision to develop a stimulating disciplinary and interdisciplinary environment and a vibrant centre for new ideas by developing a research profile that (as appropriate to the discipline):

- meets international standards of excellence;
- includes international collaborations and publications;
- is interdisciplinary and collaborative (as appropriate);
- is disseminated and has an impact in the wider community;
- is reflected through high quality and successful grant applications.

However, we recognise that, as your career develops, you will demonstrate excellence in some of these areas which complements the strengths of your colleagues to successfully achieve high quality, engaged, and impactful research in your discipline and College.

**RESEARCH, IMPACT AND KNOWLEDGE EXCHANGE EXPECTATIONS FOR PROGRESSION TO SENIOR LECTURER**

To achieve progression to Senior Lecturer - in addition to continuing to meet the Research, Impact and Knowledge Exchange requirements for confirmation of appointment - you will be expected to demonstrate a sustainable research profile appropriate to your discipline research groups, College and the University's Research and Impact Strategy and that you are making progression to become a significant figure in your field with an emerging international profile, publishing, for example, articles in leading peer reviewed journals, being invited to speak at conferences within and outside the UK and advisory board membership of leading journals.

In particular, the following evidence will be taken into account:

- research outputs: publication (or acceptance of publication) of at least four outputs assessed by the University as being internationally excellent or world leading with a consideration of originality, rigour and significance, a useful example of criteria might be the REF guidelines<sup>3,4</sup> - over the period since appointment including the outputs assessed at probation and work progressed since confirmation of appointment. However, we expect all our Senior Lecturers to be capable of publishing world leading work, and this will be given particular weighting in judgments about progression;
- research Awards: You will be expected to demonstrate a record of external funding applications for significant grants that have been reviewed as fundable through both your period of probation and the period subsequent to your confirmation of appointment. You will also be expected to demonstrate how your grant activity has contributed and will contribute to the overall financial sustainability and prosperity of your unit of assessment.

Taking account of the different research and funding environments between Humanities and Social

<p>Sciences and Science, Technology, Engineering, Mathematics and Medicine, the University has agreed different research award expectations for progression to Senior Lecturer. You will be advised in writing which expectations apply to you by your academic manager.</p>
<ul style="list-style-type: none"> <li>➤ research impact and engaged research: take part in knowledge exchange or impact-focused activities or engaged research (including consultancy, intellectual property, commercialisation through licenses and spin-outs and regional knowledge exchange projects, or working with non-academic partners such as user communities, members of the public, public, private or voluntary sector organisations, industry). These will ideally be activities with some specific planned knowledge exchange or impactful outcomes with a focus on evidence collection to develop case studies, if required;</li> </ul>
<ul style="list-style-type: none"> <li>➤ supervise effectively postgraduate research students.</li> </ul>

The primary research criterion for progression to Senior Lecturer is for staff to have established a sustainable research career at an internationally excellent level. To demonstrate this, you will normally be expected to have achieved all of the above research expectations, but at the discretion of the University, exceptional research income generation or significant knowledge exchange or impact-generating activity may offset a slightly lower output quality profile than indicated; similarly producing a significant volume of world leading outputs for example may offset underachieving research income expectations.

**ACADEMIC CITIZENSHIP**

Exeter Academics play an active role within the University community and the wider community. Academic citizenship is essential to the development of a successful academic career, although the expectations may vary at different times in your career.

It is characterised by taking on leadership and management roles within your discipline, College and the University, serving on working groups, supporting and developing less experienced colleagues and engaging in a supportive and collaborative working environment with academic and Professional Services colleagues and with partners outside the University.

It also includes contributing to the development and achievement of College plans and the University’s strategies for Education, Research, Impact, Innovation and Business Engagement and Global Engagement and Development. Academic Citizenship also takes account of how you work, as well as what you do. Exeter Academics will consistently demonstrate:

- the University’s Global 100 values;
- the University’s commitments to equality and diversity and dignity and respect;
- adherence to the University’s Code of Good Practice in the Conduct of Research and all appropriate legal, ethical, professional and regulatory frameworks required by the University, funding bodies and legislation.

<b>ACADEMIC CITIZENSHIP EXPECTATIONS FOR PROGRESSION TO SENIOR LECTURER</b>
<p>Below are examples of what could be expected for your progression to Senior Lecturer to be confirmed (in addition to continuing to meet the Academic Citizenship requirements for confirmation of appointment):</p>
<ul style="list-style-type: none"> <li>➤ make an effective and significant contribution to the management and administration of your discipline or College;</li> </ul>
<ul style="list-style-type: none"> <li>➤ mentor colleagues and research staff;</li> </ul>
<ul style="list-style-type: none"> <li>➤ participate in wider professional activities such as meetings of professional/subject</li> </ul>

organisations, external examining, journal editing/reviewing, external committees etc.;

➤ active membership of professional institutions.

The examples above are indicative. It is recognised that you may not have the opportunity to undertake all of the examples given above. Your academic manager will discuss the appropriate expectations with you. The expectations agreed for you will be recorded and shared with you by your academic manager.

- 
- 1 <http://www.exeter.ac.uk/research/inspiring/strategy/>
  - 2 <http://www.exeter.ac.uk/research/openresearch/policies/exeter/>
  - 3 The REF2021 output assessment criteria can be found here [https://www.ref.ac.uk/media/1092/ref-2019\\_01-guidance-on-submissions.pdf](https://www.ref.ac.uk/media/1092/ref-2019_01-guidance-on-submissions.pdf) p.84. Please note that the University is committed to ensuring the output criteria continue to be relevant.
  - 4 The quality of outputs will be assessed by internal review.