

## Research Teaching and Enterprise (RTE) Staff Family Promotion Criteria Guidance

### General Pathways Matrix Model

For more specific detail, see the RTE Promotion Criteria documents for each grade.

CRITERIA AREAS ► PATHWAYS ▼	RESEARCH & INNOVATION	EDUCATION & STUDENT EXPERIENCE	CITIZENSHIP & LEADERSHIP	TOTAL CRITERIA	
				SL / Rdr	Prof
<b>ALL PATHWAYS</b>	<b>Required: RI1-RI4</b>	<b>Required: ESE1-ESE4</b>	<b>Required: CL1-CL4</b>	12	12
<b>PATHWAY 1 (General)</b> <i>Mix and match from the options to reach 14 or 15 elements</i>	<b>Option:</b> select from additional activities for <b>RI1-RI4</b> and / or additional criteria	<b>Option:</b> and / or select from additional activities for <b>ESE1-ESE4</b> and / or additional criteria	<b>Option:</b> and / or select from additional activities for <b>CL1-CL4</b>	2	3
<b>PATHWAY 2 (Research and Innovation)</b> <i>Mix and match from the options to reach 14 or 15 elements</i>	<b>Required: RI9</b> for Prof <b>Option:</b> select from additional activities for <b>RI1- RI4</b> and / or additional criteria			2	3
<b>PATHWAY 3 (Education and Student Experience)</b> <i>Mix and match from the options to reach 14 or 15 elements</i>	<i>Note: For RI2 funding could pertain to pedagogical research</i>	<b>Option:</b> select from additional activities for <b>ESE1-ESE4</b> and / or additional criteria		2	3

**Guidance:**

RTE applicants for promotion should develop their application following one of the above pathways.

Each promotion application should usually cover 14 criteria within each pathway; Chair applications should cover 15 criteria. See section 3 in the RTE Academic Promotion Processes for the contextual information statement on personal circumstances, including those of part-time workers.

Applicants should note that they should build a case from the elements specified in the columns on required activity, or for the options from the additional activity / additional criteria, to demonstrate how they meet that particular criterion.

Applicants should note that being able to provide evidence for each criterion does not automatically equate to a successful promotion application. The Promotions committee will assess the quality and the scope of the evidence in considering whether an application for promotion will be successful.

Applicants should note that the activities specified under each criterion are the norm; exceptionality is possible and potential candidates should seek guidance from Heads of Discipline, Deans and/ or PVC's as to whether a case which is outside the norm has potential for consideration for promotion.

Where the criteria for Reader or Professor is similar to that for Senior Lecturer there is an expectation that the seniority or profile of the evidence provided will be grade appropriate, this may also be discipline specific and staff should seek advice within Schools via the Dean or delegate or via PVC's.

In addition to the extra criterion required for promotion to Chair, more generally the distinction between Reader and Professor is grounded in leadership with explicit evidence of leadership required appropriate to pathway chosen — teaching or research — and discipline.

It should be noted that a Chair promotion is recognition of a career standing and there are no limits nor expectations on time between Reader and Chair applications.

Applicants should note that being promoted on a particular pathway does not preclude them from applying for promotion under a different pathway at another stage in their career.

**As a pre-requisite, all cases must align with the University values: Creative, Adventurous, Responsible, Authentic, Collaborative.**

**Evidence:**

In selecting evidence candidates should focus on the quality of fewer sources of evidence. Single pieces of evidence might be used for more than one criterion.

The Promotion Committee will accept all types of evidence to support cases, not only evidence types associated with a 'traditional' academic career trajectory.

Applicants can use evidence from a variety of sources so long as it provides evidence relevant to the criteria. Thus, in the 'required activity' column there may be other activities which demonstrate equivalent evidence for the criterion. Similarly, in the 'examples of additional activity' column what is presented is not an exhaustive list and other examples may be relevant.

**Example 1 Pathway One (General)**

Person 1 makes an application for **Senior Lecturer** under Pathway One (General). They will:

Draw from the elements specified in the column 'required activity' to build a case for the criteria RI1-4, ESE1-4 & CL1-4 = 12 criteria

Provide evidence for **two further elements** taken from additional criteria or additional activity in any of the RTE focus areas = 2 further elements.

**Example 2 Pathway Two (R&I focus)**

Person 2 makes an application for **Professor** under Pathway Two. They will:

Draw from the elements specified in the column 'required activity' to build a case for criteria RI1-4, ESE1-4, CL1-4 = 12 criteria

**Additionally provide evidence for RI9** (required for Pathway Two) and then provide evidence of **two further elements** from any of the additional criteria listed at **RI6-RI9** or from any of the additional activities against any RI criteria = 3 further elements.

**Example 3 Pathway three (ESE focus)**

Person 3 makes an application for **Reader** under Pathway Three. They will:

Draw from the elements specified in the column 'required activity' to build a case for criteria RI1-4, ESE1-4 & CL1-4 = 12 criteria

Provide evidence for **two further elements** selecting from **ESE5-6** and/ or from the additional activity against any ESE criteria = 2 further elements.

**Example 4 Pathway three (ESE focus)**

Person 4 makes an application for **Professor** under Pathway Three. They will:

Draw from the elements specified in the column 'required activity' to build a case for criteria RI1-4, ESE1-4 & CL1-4 = 12 criteria

**Provide evidence for ESE5 and/ or 6** and then provide evidence of **one or two further elements** selecting from the additional activity against any ESE criteria= 3 further elements.