

## Appendix A - CRITERIA FOR PROMOTION

Consideration of all proposals for promotion will involve the assessment of an individual's overall contributions to the strategic objectives of the University and their School. These will be judged under the following areas.

1. **Research:** contribution to the advancement of a subject/profession by research and scholarship
2. **Learning and teaching:** contribution to the advancement of a particular subject area/profession through learning and teaching via impact on student learning experience and achievement and scholarship
3. **Contribution to the wider mission:** contribution to the wider mission of the University, including leadership and management, community engagement and external professional activities

Promotion to each grade is normally open to those able to demonstrate **excellence** in research or in learning and teaching. In exceptional circumstances, excellence in their contribution to the wider mission of the University will be considered. Where a candidate is able to demonstrate excellence in both research and in learning & teaching, the requirement to demonstrate ability and effectiveness in contribution to the wider mission is likely to have been met but may be waived by the University Promotions Committee on the recommendation of the School Promotions Committee.

Candidates must clearly identify in their applications which of the three assessment areas they believe to be of primary importance in their application. Whichever area is selected as the primary basis for the application, candidates must also demonstrate their **ability and effectiveness** in the other two areas. The contribution in the other two areas need not be equal.

The Levels of Achievement (Appendix B) and the Notes for Guidance ([Appendix C](#)), indicate the type of evidence which applicants may wish to present. These lists are indicative only.

The criteria for promotion have been established in the context of the University's commitment to equality of opportunity for all staff and the University's strategy.