University of Stirling Academic Role Profiles
The University of Stirling’s academic role profiles set out the role requirements for all academic roles. Applicants must demonstrate clearly and unambiguously how they meet the academic profile for the grade they are applying for and how they exceed their faculty’s academic standards relevant to their current grade. The profiles relevant to each level of promotion are as follows:

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Grade</th>
<th>Relevant Role Profile</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>10</td>
<td>Teaching and Research level 4</td>
</tr>
<tr>
<td>Professor</td>
<td>10</td>
<td>Teaching and Scholarship level 4</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>9</td>
<td>Teaching and Research level 3</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>9</td>
<td>Teaching and Scholarship level 3</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>9</td>
<td>Research Level 4</td>
</tr>
<tr>
<td>Senior Lecturer</td>
<td>9</td>
<td>Teaching and Research level 3</td>
</tr>
<tr>
<td>Senior Lecturer</td>
<td>9</td>
<td>Teaching and Scholarship level 3</td>
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<tr>
<td>Senior Research Fellow</td>
<td>9</td>
<td>Research level 4</td>
</tr>
<tr>
<td>Research Fellow</td>
<td>7</td>
<td>Research level 2</td>
</tr>
</tbody>
</table>

In addition, evidence of contribution, impact and excellence in relation to the criteria listed below for each promoted position is required to support a successful application. These criteria are indicative of the kind of activity that will be considered relevant by AAPC and are a non-exhaustive list of exemplars.

AAPC considers each case on its merits, taking into account the balance of each applicant’s record of achievement. It does not apply criteria rigidly nor does it proceed formulaically.

1. **PROMOTION TO PROFESSOR (Teaching and Research Level 4)**

Promotion Criteria/Performance Evaluation
In evaluating applications, AAPC will look for demonstration of excellence in the following areas:

a. **Research and knowledge exchange**: a sustained and substantial body of new knowledge evident in regular research outputs that would be judged of internationally excellent standing against the REF criteria for the relevant discipline; success in attracting external research funding judged against the norm for the subject area (data for which will be in terms of history of award value over a sustained period); successful initiatives in developing knowledge exchange opportunities; highly innovative research; significant research impact; initiative, influence and effectiveness as an academic leader, including leadership of research projects and teams and collaborative work on major proposals for externally funded research; recruitment and supervision of doctoral students; artistic and creative outputs (where applicable).

b. **Academic leadership and managerial responsibility**: significant leadership responsibility at faculty level; taking responsibility for policy and strategy in a specific area; developing and/or promoting a clear vision of a team’s strategic direction; leading a team of senior colleagues; organisational contribution at institutional level; responsibility for large-scale research projects and teams; evidence of successful leadership initiatives.
c. **Teaching and pedagogy**: excellence and innovation as a teacher; evidence of positive student progress; evidence of positive student evaluation of teaching contribution; a significant contribution to pedagogical research; curriculum design and development; initiative in identifying and meeting new opportunities for educational provision and student recruitment; promotion of academic quality and standards; contribution to national fora such as the QAA and HEA and to the QAA’s external Quality Enhancement Framework. Engagement with the UK Professional Standards Framework and recognition at Senior or Principal Fellow level with the HEA could provide evidence for this criterion.

d. **Professional practice and development**: participation in professional networks; membership of professional bodies and/or learned societies; consultancy and advisory work; the shaping of sectoral, local and national policy; the development and marketing of programmes and events in the relevant area of professional practice; CPD activities; revenue-generating initiatives.

2. **PROMOTION TO PROFESSOR (Teaching and Scholarship Level 4)**

**Promotion Criteria/Performance Evaluation**

In evaluating applications, AAPC will look for evidence of excellence in the following areas:

a. **Academic leadership and managerial responsibility**: substantial evidence of academic leadership; significant leadership responsibility at faculty and/or inter-faculty level; taking responsibility for policy and strategy in a specific area; developing and/or promoting a clear vision of a team’s strategic direction; leading a team of senior colleagues; a sustained contribution at institutional level; evidence of successful academic leadership in higher education teaching at an international level, such as the development of economically successful trans-national or in-country (non-UK) outputs, including discipline-based textbooks and on-line materials.

b. **Teaching and pedagogy**: excellence and innovation as a teacher; evidence of positive student progress; evidence of positive student evaluation of teaching contribution; a significant contribution to internationally rated pedagogical research; curriculum design and development; initiative in identifying and meeting new opportunities for national and international educational provision and student recruitment; specific knowledge exchange activities both within and external to the UK promotion of academic quality and standards; contribution to national and international fora such as the QAA and HEA, the QAA’s external Quality Enhancement Framework; international standing and impact. Engagement with the UK Professional Standards Framework and recognition at Senior or Principal Fellow with the HEA could provide evidence for this criterion.

c. **Professional practice and development**: leadership in international professional networks; membership of professional bodies; consultancy and advisory work; the shaping of sectoral, local and/or national/international policy; the development and marketing of programmes and events in the relevant area of professional practice; CPD activities and relevant revenue-generating initiatives.

A high level of achievement should be demonstrated over a sustained period (normally three years) since appointment to Stirling or since a previous promotion.

3. **PROMOTION TO (OR CONFERMENT OF) ASSOCIATE PROFESSOR (Teaching and Research Level 3)**

Associate Professorship (Teaching and Learning Level 3) is conferred in recognition of exceptional distinction in research and knowledge transfer or the creative arts, in addition to the discharge of an appropriate level and range of other academic duties.
In evaluating applications AAPC will look for evidence that demonstrates an exceptional level of achievement, contribution and impact in the following areas:

a. **Research and knowledge exchange**: a sustained record of research achievement, including regular outputs that would be judged of internationally excellent standing by the REF criteria for the relevant discipline; success in attracting external research funding judged against the norm for the subject area (data for which will be in terms of history of award value over a sustained period); successful initiatives in developing knowledge exchange opportunities; demonstrably highly innovative research impact; initiative and effectiveness as an academic leader including leadership of research projects and teams; recruitment and successful supervision of doctoral students; artistic and creative outputs (where applicable).

b. **Academic leadership and managerial responsibility**: a range of administrative responsibilities at faculty; programme administration and delivery; an organisational contribution at institutional level; leadership initiatives.

c. **Teaching and pedagogy**: innovation and effectiveness as a teacher; evidence of positive student progress; evidence of positive student evaluation of teaching contribution; contribution to pedagogical research; curriculum design and the development of new educational products; promotion of academic quality and standards. Recognition at Fellow or Senior Fellow with the HEA could provide evidence for this criterion.

d. **Professional practice and development**: effective participation in professional networks; membership of professional bodies; consultancy and advisory work; development and marketing of programmes and events in the relevant area of professional practice; CPD activities; revenue-generating initiatives.

4. **PROMOTION TO (OR CONFERMENT OF) ASSOCIATE PROFESSOR (Teaching and Scholarship Level 3)**

**Promotion Criteria/Performance Evaluation**

In evaluating applications, AAPC will look for evidence of excellence in the following areas:

a. **Academic leadership and managerial responsibility**: evidence of academic leadership responsibility at faculty and/or inter-faculty level; taking responsibility for policy and strategy in a specific area; developing and/or promoting a clear vision of a teaching team’s strategic direction; a sustained contribution at institutional level; evidence of significant standing in scholarship at an international level in their discipline such as the development of internationally published outputs such as textbooks or online materials.

b. **Teaching and pedagogy**: excellence and innovation as a teacher; evidence of positive student progress; evidence of positive student evaluation of teaching contribution; contributions to internationally rated pedagogical research; curriculum design and development; initiative in identifying and meeting new opportunities for national and international educational provision and student recruitment; specific knowledge exchange activities both within and external to the UK promotion of academic quality and standards; international standing and impact in their discipline. Recognition at Fellow or Senior Fellow with the HEA could provide evidence for this criterion.

c. **Professional practice and development**: membership of international professional networks; membership of professional bodies; consultancy and advisory work; contributions to sectoral, local and/or national/international policy; the development and marketing of programmes and events in the relevant area of professional practice; a sustained record of contributions to professional education through CPD and other forms of knowledge exchange; relevant
external funding (for example for curriculum innovation) and other revenue-generating initiatives.

5. **PROMOTION TO (OR CONFERMENT OF) ASSOCIATE PROFESSOR (Research Level 4)**

**Promotion Criteria/Performance Evaluation**
In evaluating applications, AAPC will look for evidence of excellence in the following areas:

a. **Research and knowledge exchange**: a sustained record of research achievement, including regular outputs that would be judged of internationally excellent standing by the REF criteria for the relevant discipline; success in attracting external research funding judged against the norm for the subject area (data for which will be in terms of history of award value over a sustained period); successful initiatives in developing knowledge exchange opportunities; demonstrably highly innovative research impact; initiative and effectiveness as an academic leader including leadership of research projects and teams; recruitment and successful supervision of research students; artistic and creative outputs (where applicable).

b. **Academic leadership and managerial responsibility**: evidence of academic leadership responsibility at faculty and/or inter-faculty level; taking responsibility for policy and strategy in a specific area; developing and/or promoting a clear vision of a research team’s strategic direction; a sustained contribution at institutional level; evidence of significant standing in research at an international level in their discipline.

c. **Professional practice and development**: membership of international professional networks; membership of professional bodies; consultancy and advisory work; a sustained record of contributions to knowledge exchange.

6. **PROMOTION TO SENIOR LECTURER (Teaching and Research Level 3)**

In evaluating applications, AAPC will look for evidence that demonstrates a high level of achievement, contribution and impact in the following areas:

a. **Research and knowledge exchange**: a sustained record of research achievement, including outputs that would be judged of internationally excellent standing by the REF criteria for the relevant discipline; success in attracting external research funding judged against the norm for the subject area (data for which will be in terms of history of award value over a sustained period); successful initiatives in developing knowledge exchange opportunities; demonstrably highly innovative research impact; successful supervision of doctoral students; artistic and creative outputs (where applicable).

b. **Academic leadership and managerial responsibility**: a range of administrative responsibility at faculty level; programme administration and delivery; an organisational contribution at institutional level; leadership initiatives.

c. **Teaching and pedagogy**: innovation and effectiveness as a teacher; evidence of positive student progress; evidence of positive student evaluation of teaching contribution; contribution to pedagogical research; curriculum design and the development of new educational products; promotion of academic quality and standards. Recognition at Fellow or Senior Fellow with the HEA could provide evidence for this criterion.

d. **Professional practice and development**: effective participation in professional networks; membership of professional bodies; consultancy and advisory work; development and marketing of programmes and events in the relevant area of professional practice; CPD activities; revenue-generating initiatives.
7. **PROMOTION TO SENIOR LECTURER (Teaching and Scholarship Level 3)**

In evaluating applications, AAPC will look for evidence that demonstrates a high level of achievement, contribution and impact in the following areas:

a. **Academic leadership, administrative and managerial responsibility**: a range of activities which provide evidence of high quality academic leadership, administrative and managerial responsibility at faculty and/or inter-faculty level; effective programme administration and delivery; strategic leadership contribution at faculty and institutional level; international engagement and visibility; proactive contribution to the development and management of teaching quality and learning within and beyond the University.

b. **Teaching and pedagogy**: significant and effective teaching contribution across a range of types and levels of modules and programmes; evidence of positive student progress; evidence of positive student evaluation of teaching contribution; support for student learning; innovation and effectiveness as a teacher; contribution to rigorous pedagogical research; leadership in curriculum design and development at programme level; successful promotion of academic quality and standards; evidence of standing and impact nationally and internationally. Recognition at Fellow or Senior Fellow with the HEA could provide evidence for this criterion.

c. **Professional practice and development**: effective participation and leadership in professional or policy networks; membership of professional bodies; consultancy and advisory work; development and marketing of programmes and events in the relevant area of professional practice; revenue-generating initiatives; personal professional development and a contribution to the professional development of others.

A high level of achievement should be demonstrated over a sustained period (normally three years) since appointment at Stirling or since a previous promotion.

8. **PROMOTION TO SENIOR RESEARCH FELLOW (Research Level 4) FOR STAFF ON GRADE 8**

In evaluating applications, AAPC will look for evidence that demonstrates a high level of achievement, contribution and impact in the following areas:

a. **Research and knowledge exchange**: evidence of a sustained record of original research and high quality publication, including significant outputs of internationally excellent standing; development and delivery of research projects that are capable of making a highly innovative impact; attracting significant external funding to support research activities, and delivering and delivering knowledge exchange activities; sustained track record of successful doctoral supervision

b. **Leadership and management**: the ability to lead research projects and teams at all stages, to develop and deliver publications strategies, and to work with others on major proposals for externally funded research

c. **Professional practice and development**: leading developments in professional networks and scholarly societies, organising programmes and activities in research development, significant contributions to prominent conferences, contributing to and managing the development of others

9. **PROMOTION TO RESEARCH FELLOW (Research Level 2) FOR STAFF ON GRADE 6**

In evaluating applications, AAPC will look for evidence that demonstrates a high level of achievement, contribution and impact in the following areas:
a. **Research and knowledge exchange:** evidence of a record of research achievement including the effective conduct of independent research, production of research reports to the standard required, contribution to research publications, and effective contribution to research teams when appropriate

b. **Professional practice and development:** evidence of participation in professional networks and scholarly societies, effective planning and management of own development