

The descriptors in the table indicate the types and quality of contribution expected under each heading at that level. Applicants will be expected to show how they have made such contributions, but should not assume that they need to provide an example for every element in a given descriptor. The quality, volume and significance of their submissions will be assessed in the context of their discipline, role and individual circumstances.

		Education and Student Experience		Research and Innovation		Citizenship	
		Design, development and delivery of inclusive education at all levels and in all forms. Includes advancing pedagogy and practice.		Original contributions to knowledge and their application to make positive difference in the world.		The contributions and behaviours that make the University a healthy and effective organisation, enabling success for people and institution.	
	Category						
<i>for promotion to</i> Professor <i>Applicants should provide evidence that they have:</i>	A	E1	Delivery Conducted outstanding education across a range of methods and responsibilities, including sustained reflective practice, leading continuing improvement and development of colleagues.	R1	Programmes and delivery Led the sustained generation of internationally excellent research and/or innovation, obtaining sustained funding/ resources and producing significant impact through high quality research outputs and/or impact through innovation, with evidence of leadership in research integrity and a prominent reputation appropriate to the discipline.	C1	University functions and culture Made leading contributions to the successful leadership and operation of the University, making a significant positive impact on fostering and sustaining an outstanding, inclusive community at the University of Bath.
		E2	Scholarship and impact Demonstrated high-level leadership, scholarship and advocacy to develop the theory and practice of education with impacts and reputation beyond the University.	R2	Building collective success Led the development of a thriving research culture through the development and management of others, building new collaborations and networks including internationally	C2	Connecting to the wider community Played a leading role in activities that connect the University to the wider community globally in line with the University's values and goals.
	B	E3	Developing culture, policy and strategy Led an outstanding education culture with significant contributions to educational policy and strategy at Department or Faculty level and/or across the University.	R3	Funding and resources Secured resources for international quality research and / or innovation sustainable over the long term, through grants, partnerships and other resources such as access to data sets, infrastructure, facilities and collections.	C3	Institutional service Made substantial contributions to the operations of the University, such as: successfully fulfilling management and leadership roles at the University, department or faculty level; chairing and contributing impactfully to committees; leading contributions to Department, Faculty or cross-university projects and working groups; outstanding fulfilment of student support and pastoral roles.
		E4	Education design Effectively led the integrated design and planning of courses, curricula and inclusive assessment.	R4	Impact Led the translation of research to make outstanding impact on society through technology, knowledge exchange,	C4	Disciplinary and external professional service Served successfully and impactfully at a high level in professional bodies, learned societies and other capacities as a valued expert advisor.

					industry, policy or practice on an international scale.		
		E5	Innovation Initiated and led the development of new courses and practices with positive impact at department, Faculty, or institutional/external levels.	R5	Innovation Led significant innovation through the generation of Intellectual Property, patents, licences etc., including changes to policy, practice and processes the realisation of commercial.	C5	Civic engagement with impact Played a leading role in connecting the University to the world, by engagement with international, local and regional communities and institutions aligned with the University's mission and goals.
		E6	Student experience and outcomes Led strategically and set the expectations for an inclusive and effective education culture, with transformative impact on students' experience and outcomes such as employability and career opportunities.	R6	Engagement and partnerships Led the strategic and responsible engagement with research and innovation users, partners and participants, and provides a role model to other researchers in their engagement activities.	C6	Collegiality Consistently demonstrated a shared responsibility and concern for the success of others and the institution; supporting and developing others rather than prioritising the candidate's own interests in ways commensurate with their role and expertise.
		E7	Developing others Supported, mentored or enhanced the practice and professional development of colleagues to develop as educators, both personally and by leading the engagement of others.	R7	Developing others Led the support of colleagues and early career researchers through role-modelling, expectation-setting and practising supervision, mentoring and advocacy, both personally and by leading the engagement of others.	C7	Developing others Supported, mentored or enhanced the practice and professional development of colleagues and other members of the University community, both personally and by leading the engagement of others.
		E8	Community building Played a leading role in building and sustaining educational collaborations and networks nationally and /or internationally	R8	Community building Played a leading role in building and sustaining collaborations and networks on national and international scales, with outcomes that could not be achieved independently or locally.	C8	Community building Led the support of others in developing skills and behaviours for institutional service, including strategically developing or improving policies and systems for supporting staff development.
<i>For promotion to</i> Grade 9 (Senior Lecturer, Reader, Senior Research Fellow) <i>Applicants should provide evidence that they have:</i>	A	E1	Delivery Conducted excellent education across a range of methods and responsibilities, including sustained reflective practice and continuing improvement that enhance student learning and outcomes with impact beyond their own delivery	R1	Delivery Led the generation of research and / or innovation with national and some international quality, obtaining significant funding/resources, with a growing portfolio of excellent outputs and impacts appropriate to the discipline and a proven commitment to research integrity, contributing to other research and/or innovation as co-investigator and collaborator in the UK and increasingly internationally.	C1	University functions and culture Made contributions to the successful operation of the University, making a significant positive impact on fostering and sustaining an outstanding, inclusive community at the University of Bath, playing a leading role in some areas.

		E2	Scholarship and impact Have undertaken scholarship to better understand and refine their own and others' practice, influencing education in the discipline more broadly.	R2	Building collective success Contributed to the development of a thriving research culture through the development and support of others, developing networks and collaborations.	C2	Connecting to the wider community Contributed significantly to activities that connect the University to the wider community in line with the University's values and goals.
	B	E3	Developing culture, policy and strategy Have contributed to the development of education culture and practice through engagement with planning, policy and strategy initiatives at departmental or higher level.	R3	Funding and resources Secured resources for research and/or innovation to enable sustained activity, through grants, partnerships and other resources such as access to data sets, infrastructure, facilities and collections.	C3	Institutional service Made significant contributions to the operations of the University, such as: successfully fulfilling management and leadership roles at department or faculty level; chairing and contributing impactfully to committees; contributing to Department, Faculty or cross-university projects and working groups; delivering and extending best practice in fulfilment of student support and pastoral roles.
		E4	Education design Designed, evaluated and revised effective teaching practices and inclusive assessment approaches, leading some areas of curriculum and programme design and contributing to others.	R4	Impact Made a significant contribution to the translation of research into impact on society through technology, knowledge exchange, industry, policy or practice, leading some activities and collaborating in others.	C4	Disciplinary and external professional service Served in professional bodies, learned societies and other capacities as a valued expert advisor., some of which have high profile, responsibility or potential influence.
		E5	Innovation Contributed to the development of new courses and practices, playing a leading role in some, with impact beyond their own courses.	R5	Innovation Played a major role in innovation through the generation of Intellectual Property, patents, licences etc., including the realisation of commercial value, taking a leading role in some areas.	C5	Civic engagement with impact Engaged in activities connecting the University to the world, by engagement with local and regional communities and institutions, aligned with the University's goals.
		E6	Student experience and outcomes Delivered initiatives to enhance the student learning experience, engagement or wellbeing and enhance student outcomes, taking the lead in some areas of responsibility.	R6	Engagement and partnerships Engaged with research users, partners and participants to enhance the design and outcomes of research, taking a leading role in some areas.	C6	Collegiality Consistently demonstrated a shared responsibility and concern for the success of others and the institution; supporting and developing others rather than prioritising the candidate's own interests in ways commensurate with their role and expertise.
		E7	Developing others	R7	Developing others Supported colleagues and early career researchers through role-modelling,	C7	Developing others Supported, mentored or enhanced the practice and professional development of colleagues

			Contributed significantly to development of colleagues as educators.		expectation-setting and practising supervision, mentoring and advocacy.		and other members of the University community.
		E8	Community building Provided a role model and practical support for colleagues to develop collaborative education courses and practices.	R8	Community building Contributed to building and sustaining collaborations and networks locally, nationally and in some cases internationally.	C8	Community building Contributed to the support of others in developing skills and behaviours for academic citizenship, including impactful engagement with improving policies and systems for supporting staff development.
<i>For promotion to Grade 8 (Lecturer, Research Fellow)</i> <i>Applicants should provide evidence that they have:</i>	A	E1	Delivery Designed, delivered and evaluated taught courses with a variety of approaches, engaging with reflective practice to enhance their own teaching	R1	Programmes and delivery Undertaken research and/or innovation with national significance, obtaining sustained resources and generating a growing portfolio of outputs and impacts appropriate to the discipline, conducted with demonstrable commitment to research integrity.	C1	University functions and culture Played a role in the successful operation and development of the University and discipline, taking the lead in some areas.
		E2	Scholarship and impact Engaged in evaluation and reflective practice to develop their own effectiveness and develop new approaches and materials and shared with the broader community	R2	Building collective success Contributed to effective team working and collaboration.	C2	Connecting to the wider community Participated effectively in activities that connect the University to the wider community in line with the University's values and goals.
	B	E3	Developing culture, policy and strategy Participated in initiatives to plan and enhance the culture and practice of education at programme or department level.	R3	Funding and resources Made credible bids to secure resources for research and/or innovation with the potential to sustain activity, through grants, partnerships and other resources such as access to data sets, infrastructure, facilities and collections	C3	Institutional service Played an effective role in the operations of the University, such as: fulfilling administrative roles at department level; contributing effectively to committees; contributing to projects and working groups; effective fulfilment of student support and pastoral roles.
		E4	Education design Contributed to planning of programmes and assessment for enhanced learning outcomes as part of an academic team.	R4	Impact Contributed to the translation of research into positive impact on society through technology, knowledge exchange, industry, policy or practice, leading some activities and collaborating in others.	C4	Disciplinary and external professional service Served successfully and impactfullt in professional bodies, learned societies and other capacities as a valued expert advisor.
		E5	Innovation Contributed to projects on effective/ innovative teaching and learning to enhance their own practice.	R5	Innovation Contributed to application of research in new practices or policies including the realisation of commercial value.	C5	Civic engagement with impact Engaged in activities connecting the University to the world, by engagement with local and regional communities and institutions.

		E6	Student experience and outcomes Contributed to initiatives to enhance the student learning experience, engagement and/or wellbeing to improve student outcomes.	R6	Engagement and partnerships Engaged with research users, partners and participants to enhance the design and outcomes of research, as appropriate to the discipline.	C6	Collegiality Consistently demonstrated a shared responsibility and concern for the success of others and the institution; supporting and developing others rather than prioritising the candidate's own interests, in ways commensurate with their role and expertise.
		E7	Developing others Engaged in peer support of colleagues as developing educators.	R7	Developing others Supported colleagues and early career researchers through supervision, mentoring (whether informal or formal).	C7	Developing others Engaged in support of other members of the University community to develop their skills and careers
		E8	Community building Participated in networks and communities of practice around education in their discipline, supporting colleagues to enhance their knowledge and effectiveness.	R8	Community building Have contributed positively to collaborations and networks locally, nationally and in some cases internationally, building collaborations for the longer term.	C8	Community building Consistently demonstrated behaviours and attitudes aligning with the University's values.