

Guidance Criteria on applications for Accelerated Advancement

This is a guidance document on criteria, setting out examples of evidence that would be required to be successful in an application for accelerated advancement as per the policy in respect of Assistant Professors who have achieved 2 years's service on the Assistant Professor scale irrespective of their position on the scale. Please note that the final decisions on outcomes of the process is based on merit. Please note that this document is supplemental to, and should be read in conjunction with, the Junior Academic Progressions policy.*

The policy states that "Assistant Professors seeking accelerated advancement within the Assistant Professor (Lecturer scale) shall demonstrate **exceptional** performance in both teaching and research and in contributions to the University, the discipline or the community.

In terms of **Research & Scholarship** a successful candidate for accelerated advancement will be an individual who:

- Is an active researcher, and has identified their research niche and initiated an independent research programme;
- Is producing high quality research in high impact journals and prestigious academic publishers;
- Attracts increasing recognition by peers as an expert in own research field;
- Has established a network of key collaborators;
- Has applied for grants, may have been successful in achieving grants, and explores creative avenues of funding;
- Provides evidence of research vision, positive trajectory and achievement.

In terms of **Teaching** a successful candidate for accelerated advancement will be an individual who:

- Has developed a core teaching portfolio with increasing responsibility;
- Has demonstrated record of team-work and collegiality;
- Shows a strong contribution to the teaching team, actively giving constructive input to course content and structure development;
- Has defined own effective and innovative/creative teaching and assessment methodology;
- Demonstrates innovative use of relevant technologies;
- Has demonstrated commitment and dedication to elevating the standards and quality of methods of instruction and assessment;
- Proactively seeks feedback from students and acts on the feedback;
- Demonstrates a developing profile as a postgraduate Supervisor and postdoctoral mentor.

In terms of **Service to the College and Engagement with Discipline/Society**, a successful candidate for accelerated advancement will be an individual who:

- Has contributed to the Discipline, School, Faculty or University, e.g. serving as a committee /panel member and representing own discipline at school or faculty level when the opportunity arises;
- Engages with professional, academic or discipline related organisations that offer positive benefits to the advancement of their respective school's ranking;
- Participates in outreach or public fora which serve to enhance the appeal of the University to potential students and investors;
- Evidence of innovation and initiatives that enhance the overall University experience and environment;
- Acts/may have acted as tutor.