

**ACADEMIC PROFILE**

This Profile sets out the key indicators which will be used in deciding whether Probation has been passed.

They are not a checklist, although some of the indicators are essential criteria.

|  |  |
| --- | --- |
| **LECTURER (EDUCATION) TO PASS 1 PROBATION** | |
| **TEACHING AND SCHOLARSHIP** | |
| **Outputs** | \* Evidence of an ability to publish on the scholarship of education, teaching and learning, or curriculum design since appointment to QUB2  \* Clear evidence that plans are in place to develop high quality outputs in the coming years.  Presentations at conferences, workshops or other fora including international events. |
| **Esteem** | \* PhD obtained3  Local/national membership of teaching-related committees  Prizes, awards, invited talks |
| **EDUCATION** | |
| **Quality of Delivery**  **Student Engagement** | \* Completion of PGCHET or equivalent, or (for those with experience) membership of HEA (Higher Education Academy).  \* Evidence of a series of consistent good student evaluations (normally above 4 in the final 18 months of probation)  \* Evidence of positive peer reviews of teaching  Teaching awards  **\***Acting as a Personal Tutororequivalent(e.g. Advisor of Studies)  Contributes appropriately to discipline (expected to be 0.6-0.8 FTE) through breadth or range of modules/levels to the teaching load of the unit.  Evidence of effective engagement with students leading to an enhanced student experience.  Contribution to School objectives in relation to education, for example, student feedback, retention, NSS |
| **Course Development** | Attendance at relevant courses for learning and teaching and Professional Development  Evidence of developing teaching modules/programmes |
| **ACADEMIC LEADERSHIP** | |
| **School** | Contribution to School administration, management and curriculartasks as required. Examples could include student recruitment work, outreach activities or development of international partnerships. |
| **SOCIETAL AND ECONOMIC IMPACT** | |
| **Knowledge Transfer and Enterprise** | Knowledge transfer activities as appropriate |
| **Social Engagement and Outreach** | Promotion of subject area, School and QUB through, e.g. Open Days, School liaison visits, engagement with employability agenda, activities associated with the University’s Social Charter. |

**\* Essential to pass probation, subject to terms specified in letter of appointment.**

Only where progress has been exceptional, when a Head of School believes that the probationer has exceeded expectations through outstanding achievement , should candidates be brought forward early for consideration to be confirmed in post.

2 Scholarship is defined as an activity which is related to teaching, specifically the application of the most current knowledge of a discipline or professional specialism to broader activities and practice, communicated in ways that are validated by peers and influence others beyond the institution. (Such scholarship is different from that which is undertaken to support research carried out as part of an individual’s REF profile).

3 In the exceptional circumstance that an individual has not obtained a PhD by the date of appointment, it is essential that a PhD is obtained in order to pass probation.