

**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.

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| **LECTURER TO PASS1 PROBATION** | |
| **RESEARCH** | |
| **Outputs** | **\*** Evidence of an ability to publish, at a rate appropriate to subject, a range of outputs that are recognised internationally as being of high quality with respect to their originality, significance and rigour, to include outputs based on research undertaken since appointment to QUB.  \* Research paper presentations at conferences, workshops or other fora including international events.  \* Clear evidence that plans are in place to develop high quality outputs in the coming years. |
| **Income** | **\*** Competitive external funding applied for normally as PI  \* Funding attained as appropriate to discipline |
| **Esteem** | \* PhD obtained2  Prizes, Awards, Invited Seminars |
| **Supervision** | \* Completion of a one day workshop on “Supervising Research  Students”.  Supervision of PGT or MPhil students  Contribute to PGR supervision as second supervisor |
| **EDUCATION** | |
| **Quality of Delivery** | \* 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 |
| **Student Engagement** | \* Acting as a Personal Tutor or equivalent (e.g. Advisor of Studies)  Contributes appropriately to discipline 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.**

1 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 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.