

Substantiating your application (KE/Enterprise and practice evidence)

A range of evidence should be used to substantiate your application for promotion on the equivalent in practice pathway. The quantity *and quality* of evidence provided must be such that it convincingly demonstrates how you meet the expectations under each of the domains at the level relevant to your application. Progress through the levels of the pathway to professor will be associated with sustained contribution, incremental progression, increasing excellence and leadership, and growing impact, influence and esteem.

Evidence

This section gives examples of the types of evidence that would inform an application. It is not expected that someone includes all of the criteria below, and the list is not exhaustive. Those on the KE, E or equivalence in practice pathway are expected to be involved in developing relationships with public, private and third sector organisations as well as government and professional bodies to influence the development of policy and practice. Income generating activities could be related to research, consultancy or commercial activities. Your application should evidence the application of knowledge to improve corporate and/or public sector performance by informing practice, public policy and government or through partnership with the voluntary, cultural or heritage sector. You should evidence new ways of engaging students in professional practice, through innovative curricula design or teaching.

Examples of contributions to professional practice through-

Contribution or innovation in assessment and/or evaluation of practice for professional development; partnership/engagement with external organisations; senior professional expert or advisor; direct and indirect impact on knowledge, practice, legislation, policy for higher education, institutes, employers, sector bodies, third sector, local and national government, and international organisations. Leadership in embedding and implementing evidence-based practice in the professional disciplines/sectors.

Examples of teaching, learning and assessment evidence

Excellent standard of personal teaching performance at various levels, as evidenced by student feedback, module satisfaction scores, programme and module evaluations, HEA accreditation. Track record of high-quality relevant outputs at national or international level (peer reviewed journal papers, conferences publications, books/chapters, creative works, performances). Developing new ways of engaging students in professional practice, through innovative curricula design or teaching. Linking

professional practice to the curricula, enhancing engagement of employers with students and the curricula

Contribution to/leadership of initiatives, policy or strategy: developing and/or authoring practice/knowledge at Department, Faculty, University, and/or National/International level; developing or leading learning related initiatives in particular areas (e.g. student experience).

Examples of research and enterprise and/or practice; contributions to books/monographs/peer-reviewed journal articles; peer reviewed conference papers; curated exhibitions, literary works/performances, resources including online media; inventions; small scale internal seed funding; external grant income; keynote addresses at external events; invited workshops/presentations, to academic, practice or policy-related audiences. Generation of external funding for scholarly work.

Institutional Citizenship/Leadership -particular roles, responsibilities and duties within the Department, Faculty and/or University: acts as a personal tutor; mentor; link tutor; course leader; stage/year lead; admissions/examinations; tutor or equivalent; Programme Leader evidenced for example by good programme NSS scores; Academic Leader; Student Experience/Partnerships and International/Strategic Development; Lead for a particular area of practice research for student experience (e.g. employability lead); demonstrable active membership. Track record of successful supervision of postgraduate research students and/or students.

External roles and responsibilities: - External Assessor, examiner, or external reviewer; expert for development of practice and other HE organisations/employer bodies; editorial board membership of relevant journals / publication series; key role within management/committee structures of subject/discipline associations/ Professional, Statutory and Regulatory Bodies (PSRB)/ commercial; partnership networks, NGOs etc; e.g. on advisory or charity boards, key governance roles etc.

Indicators of esteem -HEA recognition at D2 (Fellow) for applications at Associate Professor/Professor, senior paid and unpaid roles including consultant, non-executive directors or similar advisor level for external organisations, NGOs, Local or National Government etc. participation as speaker at national and international professional conferences. Keynote/plenary invitations at national/international professional conferences/symposia. Invited lecture to professional bodies, institutions or companies. Joint publications with national/international company collaborators. Participation/leadership in multi-institutional initiatives. Participation in professional accreditation bodies. Internal/external prizes and awards. Chartered status recognition by professional bodies. Fellowships and senior fellowships of professional bodies. Participation in the Media. Public and community engagement activities Standing in the professional community such as: fellow of a professional body or learned

society; symposium organising committee; editorial board, grant awarding committee, prestigious visiting appointments.