

Introduction

An application for the title of Senior Lecturer, Reader or Professor may be made by any full-time or part-time member of RTE academic staff by following the pathways and criteria for promotion presented in this guide. The promotion process is intended to recognise the development of an individual's academic profile and reputation and their contribution to delivering the University's [vision](#), [strategy](#) and values:



Authentic



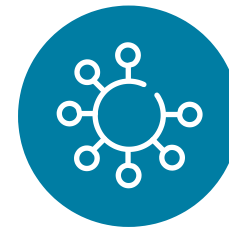
Adventurous



Responsible



Creative



Collaborative

Successful applications will be based on peer-review of evidence, presented by the candidate, showing how the criteria have been met, as well as future plans and ambitions. The assessment of all application cases against the criteria for the selected pathway, will be **based primarily on the quality of contribution, and not simply on the quantity**. Single pieces of evidence may be used for more than one criterion.



The guide is best viewed at a Zoom which fits the page and a Page Display set to “Single Page”. The guide is not intended to be printed. For a paper copy, see the documentation on [Academic Promotion – Criteria and Procedures](#).

How to use the guide ▶

How to use this guide

The academic career path at Loughborough involves colleagues making an application to the University via the Dean, to be considered for promotion to either Senior Lecturer, Reader or Professor using an agreed set of criteria.

The guide will lead you through the criteria used to assess promotion cases, following one of three pathways:

Pathway 1: General

Pathway 2: Research and
Innovation focus

Pathway 3: Education and
Student Experience focus

The guide describes the promotion criteria in three areas of academic endeavour: Research and Innovation (RI), Education and Student Experience (ESE), and Citizenship and Leadership (CL)

The guide is interactive and allows you to view the details of







- The **Required Criteria** which are the same for all pathways, and
- The choice of Options from **Additional Activities** or **Additional** Criteria which relate to your chosen pathway

Summary of the criteria ▶

Summary of the criteria

SL	R	P	RESEARCH & INNOVATION		SL	R	P	EDUCATION & STUDENT EXPERIENCE	
⊙	⊙	⊙	RI1	Research Outputs	⊙	⊙	⊙	ESE1	Education Practice
⊙	⊙	⊙	RI2	Research and Innovation Funding	⊙	⊙	⊙	ESE2	Student Engagement
⊙	⊙	⊙	RI3	Research Supervision	⊙	⊙	⊙	ESE3	Curriculum Development
⊙	⊙	⊙	RI4	Research Esteem and Recognition	⊙	⊙	⊙	ESE4	Employability
○	○	○	RI5	Engagement with External Organisations	○	○	○	ESE5	Scholarship of Teaching
○	○	○	RI6	Translation and application of knowledge	○	○	○	ESE6	Building Pedagogical Research and Innovation
	○	○	RI7	Public Understanding	SL R P CITIZENSHIP & LEADERSHIP				
	○	○	RI8	Development of research strategy	⊙	⊙	⊙	CL1	University Leadership
	○	○	RI9	Building research capacity and leadership	⊙	⊙	⊙	CL2	Leadership in the discipline
⊙	<i>Required Criteria + Additional Activities (pathway specific)</i>								
○	<i>Additional Criteria (pathway specific)</i>								
⊙	⊙	⊙	CL3	Collegiality	⊙	⊙	⊙	CL4	Contribution to the University

How to use this guide

-  Select the academic grade are you looking for promotion to
-  View the **Pathways Matrix** for an overview of the Required Criteria and options
-  View the details of the **Required Criteria** and see examples of activities
-  Select your pathway: 1. General, 2. R&I focus, 3. E&SE focus
-  Explore the **options** you have available for your selected pathway
-  [Navigate through the guide using the buttons](#) ▶

[Start using the guide](#) ▶

Choose your grade

Which grade are you looking for promotion to?



It is important that you have had informal and ongoing discussions with your Dean of School or delegated member of academic staff before proceeding with your application

Pathways matrix for promotion to Senior Lecturer

For Senior Lecturer promotions there are 12 Required Criteria across the three areas shown below. In addition, you should select 2 options for your chosen pathway, from Additional Activity or Additional Criteria to reach a grade are you looking for promotion to.

CRITERIA AREAS ► PATHWAYS ▼	RESEARCH & INNOVATION	EDUCATION & STUDENT EXPERIENCE	CITIZENSHIP & LEADERSHIP	TOTAL CRITERIA
ALL PATHWAYS	Required: RI1-RI4	Required: ESE1-ESE4	Required: CL1-CL4	12
PATHWAY 1 (General) <i>Select 2 options</i>	Option: select from Additional Activities for RI1-RI4 and / or Additional Criteria RI5-RI7	Option: and / or select from Additional Activities for ESE1-ESE4 and / or Additional Criteria ESE5-ESE6	Option: and / or select from Additional Activities for CL1-CL4	2
PATHWAY 2 (R&I) <i>Select 2 options</i>	Option: select from Additional Activities for RI1-RI4 and / or Additional Criteria RI5- RI7			2
PATHWAY 3 (E&SE) <i>Select 2 options</i>	<i>Note: For RI2 funding could pertain to pedagogical research</i>	Option: select from Additional Activities for ESE1-ESE4 and / or Additional Criteria ESE5-ESE6		2

[View the Required Criteria for all pathways ►](#)

[Or select your pathway to see the options ►](#)

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI1 Research Outputs <i>A developed record of high-quality research, that is recognised for its originality, significance and rigour. Plans for sustaining/ enhancing a research focus.</i>	<p>A research profile that is clearly advancing in terms of quality, and visibility of outputs. These will include articles in peer reviewed journals, monographs, creative work or other high quality scholarly activity.</p> <p>Output quality and visibility should be demonstrated by a range of evidence. Output quality evidence should include formal internal or external peer review which may include published book, creative work or exhibition reviews. Evidence of visibility might take the form of field-weighted citation data, outlet indicators (e.g., SNIP and open access status) or exhibition attendance numbers.</p> <p>Creative and ambitious plans for the development of further high-quality outputs.</p> <p>A commitment to EDI in research and/or innovation activities.</p> <p>Note: for a teaching focused promotion application there is still an expectation of the production of outputs which are discipline leading in terms of their significance, originality and rigour.</p>

[RI1 continued ... Peer Review of selected outputs](#) ▶

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

[Or select your pathway to see the options](#) ▶

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI1 Research Outputs (cont'd) <i>A developed record of high-quality research, that is recognised for its originality, significance and rigour. Plans for sustaining/ enhancing a research focus.</i>	Output quality assessment by peer review Choose up to three outputs that best showcase the quality of your research, published since your appointment or last promotion. For each output, give either the full bibliographic reference or the DOI, and provide a statement which discusses (1) your contribution to the underpinning research and the writing of the paper and (2) the significance, originality and rigour of the research.

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI2 Research and Innovation Funding <i>Generation of external research and/ or innovation income to fund original research that meets or exceeds discipline norms. Research funding applications must demonstrate ambition, trajectory and expansion of the research portfolio.</i>	<p>Fundable grant applications submitted for competitive external research funds or fellowships since appointment. Income (research and/ or innovation) may include collaborative grants which involve Co-I as well as PI input. May also include competitively funded personal fellowships e.g., Leverhulme or British Academy.</p> <p>If funding applications were unsuccessful, feedback (quantitative or qualitative) from external funders that the application(s) were of excellent/ fundable quality.</p> <p>Note: for a teaching focused promotion application the funding could pertain to pedagogical research, as described in ESE5.</p>

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI3 Research Supervision <i>Successful supervision of researchers leading to the successful delivery of projects.</i>	Supporting the progression of Doctoral Researchers (not necessarily to completion) and / or Post-Doctoral Research Associates or Assistants (PDRA), resulting in published outcomes, or any other measure that a research project/ supervision is making progress.

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI4 Research Esteem and Recognition <i>Recognition within discipline area. Demonstrate influence within and beyond the University, with an emphasis on national esteem and recognition.</i>	Invitations to chair, present, attend, contribute or exhibit work at national/ international fora. Take a leading role in the successful dissemination, nationally and internationally of research findings. Membership and esteem in national research networks and collaborations, and an emerging profile in international research networks and collaborations. Invitations to review articles or books for leading journals or publishers and/ or review applications for grant funding bodies and charities.

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶**
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
ESE1 Education Practice <i>Reflection on, and development of, education practice to ensure active learning among students.</i>	Successful and inclusive pedagogical practice. Fellowship of the HEA (FHEA) (minimum required for all). Rating of 'Meets Expectations' or above from a recent teaching observation. Continuous professional development of teaching practice. Evidenced by participation in relevant CPD activity.

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶**
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
ESE2 Student Engagement <i>Engaging students from all backgrounds and contributing toward their personal, academic and professional development.</i>	<p>Creating a supportive and inclusive learning environment for students.</p> <p>Regular authentic engagement with personal tutees.</p> <p>Authentic engagement with student experience initiatives.</p> <p>Ensuring exemplary standards of student support, guidance and supervision are maintained.</p> <p>Ensuring teaching content contributes to knowledge and understanding of equity, diversity and inclusion (EDI), climate change and net zero and/ or health and wellbeing.</p>

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶**
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
ESE3 Curriculum Development <i>Developing our educational offering to provide students with an education that is up-to-date, evidence-based, innovative, inclusive and effective.</i>	Developing or significantly restructuring a module. Creative translation of advances in the subject area into teaching material/ delivery. Updating teaching materials to improve student inclusivity and teaching quality.

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
ESE4 Employability <i>Ensuring our graduates are equipped and prepared for their life after tertiary education.</i>	Providing opportunities for students to engage with external organisations via e.g., site visits, mentoring, visiting lecturers, support for dissertations, support for Loughborough Enterprise Network etc. Ensuring teaching content is linked to potential potential post-qualification positions/ employment. Embedding the development of skills to be successful in the workplace (employability) into the curriculum.

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
CL1 University Leadership <i>Taking an active role in leading people, with or without formal authority, to facilitate the effective running of the University.</i>	Contributing to the creation of an equitable and inclusive environment for all. Undertaking Division/ Department/ Subject roles and evidence of positive impact in the role.

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
CL2 Leadership in the discipline <i>Developing the discipline within and outside the University through working with others to build relationships and enhance its profile.</i>	Contributing to disciplinary organisations. Contributing to disciplinary initiatives/ panels at Division/ Department/ Subject/ or School levels. Contributing to professional associations, Research Councils and other funding bodies, editorial boards, external examinations, etc.

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
CL3 Collegiality <i>Building Authentic, Responsible and supportive relationships with colleagues to enable them to perform at their best.</i>	Supporting others to perform to their full potential.

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Senior Lecturer Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
CL4 Contribution to the University <i>Taking an Authentic and Responsible role in University activities and initiatives to improve the working environment and create an inclusive culture.</i>	Contributing to the creation of equality, diversity and inclusion at Loughborough University. Contributing to the University's aim to affect climate change and to become Net Zero. Contributing to programmes or interventions which ensure the health, safety and wellbeing of colleagues. Contributing to student recruitment through activities such as open/ offer days. Contributing to a vibrant community through specific initiatives that bring people together for a clear purpose such as away days.

View other Required Criteria for Senior Lecturer promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Promotion to Senior Lecturer

Select one of the pathways below to be guided through the options to add two Additional Criteria and / or Additional Activities to meet the requirements for promotion to Senior Lecturer.

1. General pathway



2. Research and Innovation Focus pathway



3. Education and Student Experience Focus pathway



You should have discussed and agreed which pathway is most appropriate for you with your Dean or delegated member of academic staff before proceeding.

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI1 Research Outputs</p> <p><i>A developed record of high-quality research, that is recognised for its originality, significance and rigour. Plans for sustaining/ enhancing a research focus.</i></p>	<p>Awards for research outputs.</p> <p>Strategies that aim to support the inclusion and contribution of underrepresented groups in research and innovation activities.</p> <p>Production of open research outputs, for example, sharing of data and code, materials, technology, exhibitions of work and digital outputs.</p>

Additional Activity	Additional Criteria
RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ ESE1 ▶ ESE2 ▶ ESE3 ▶ ESE4 ▶ CL1 ▶ CL2 ▶ CL3 ▶ CL4 ▶	RI5 ▶ RI6 ▶ RI7 ▶ ESE5 ▶ ESE6 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
RI2 Research and Innovation Funding <i>Generation of external research and/ or innovation income to fund original research that meets or exceeds discipline norms. Research funding applications must demonstrate ambition, trajectory and expansion of the research portfolio.</i>	Research income from any source which comes via the University. Attracting external funding for research students and early career researchers (e.g., Centre for Doctoral Training or Doctoral Training Partnerships or Collaborative Doctoral Awards). Income from industry partners (e.g., Rolls Royce). Consultancy income (e.g., Highways Agency). Income from spin-out companies and patents.

Additional Activity								Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>R13 Research Supervision</p> <p><i>Successful supervision of researchers leading to the successful delivery of projects.</i></p>	<p>Activities to support doctoral researchers/ research staff learning and development experiences at the University and/or in other research contexts.</p> <p>External examining of higher degrees.</p>

Additional Activity								Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI4 Research Esteem and Recognition</p> <p><i>Recognition within discipline area. Demonstrate influence within and beyond the University, with an emphasis on national esteem and recognition.</i></p>	<p>Recognition demonstrated for example by awards, invitations, positions of responsibility within the external and internal research community.</p> <p>Editor/ member of editorial body of a periodical or journal of excellent standing.</p> <p>Research advisory role for organisations, national networks, professional bodies, public bodies, parliamentary select committees, or similar.</p> <p>Visiting appointments in leading research institutions by invitation.</p> <p>Membership or election to fellowship of national academies and professional societies.</p> <p>Sustained international collaborations and partnerships as evidenced through joint publications, grant applications, research/ knowledge exchange visits, or other appropriate examples.</p> <p>Provision of authentic and responsible advice based on research/ innovation leadership to external agencies.</p> <p>Developing and creating significant, responsive, and productive research partnerships/ networks.</p>

Additional Activity								Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE1 Education Practice</p> <p><i>Reflection on, and development of, education practice to ensure active learning among students.</i></p>	<p>Contribution to accreditation or benchmarking strategy within the department/ school.</p> <p>Senior Fellowship of the HEA (SFHEA).</p> <p>Winning a University teaching award e.g. Teaching Innovation Award (TIA), Inclusivity in Teaching TIA, STEMLab TIA, or similar award from another institution.</p> <p>Successful implementation of innovative teaching practice.</p>

Additional Activity								Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
ESE2 Student Engagement <i>Engaging students from all backgrounds and contributing toward their personal, academic and professional development.</i>	Active and responsive engagement with students through staff-student liaison committees (SSLCs) or other similar formal and direct means. Utilising technology or innovative techniques to enable student engagement. Collaborating with colleagues to maintain exemplary standards of student support, guidance and supervision.

Additional Activity								Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE3 Curriculum Development</p> <p><i>Developing our educational offering to provide students with an education that is up-to-date, evidence-based, innovative, inclusive and effective.</i></p>	<p>Contributing to the development of a new programme.</p> <p>Innovation through the application of pedagogical research to module/ programme delivery and/ or design.</p> <p>Collaborating across school/ department on teaching and learning projects and/ or with non-academic partner organisations.</p>

Additional Activity								Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE4 Employability</p> <p><i>Ensuring our graduates are equipped and prepared for their life after tertiary education.</i></p>	<p>Contributing toward the implementation and development of initiatives that demonstrate impact on student outcomes and employability.</p> <p>Developing initiatives that allow students to improve or broaden their skills to enable them to be successful in the workplace.</p> <p>Ensuring that the curriculum is informed by sector and industry developments in related fields.</p>

Additional Activity								Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>CL1 University Leadership</p> <p><i>Taking an active role in leading people, with or without formal authority, to facilitate the effective running of the University.</i></p>	<p>Involvement and evidence of positive influence within key Division/ Department/ Subject/ School strategic initiatives.</p> <p>Contributing to the implementation of the University strategy.</p>

Additional Activity								Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>CL2 Leadership in the discipline</p> <p><i>Developing the discipline within and outside the University through working with others to build relationships and enhance its profile.</i></p>	<p>Developing new formal institutional disciplinary or subject collaborations and partnerships.</p> <p>Establishing new formal and ongoing collaborations and engagement opportunities between students, staff and external organisations.</p>

Additional Activity	Additional Criteria
RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ ESE1 ▶ ESE2 ▶ ESE3 ▶ ESE4 ▶ CL1 ▶ CL2 ▶ CL3 ▶ CL4 ▶	RI5 ▶ RI6 ▶ RI7 ▶ ESE5 ▶ ESE6 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>CL3 Collegiality</p> <p><i>Building Authentic, Responsible and supportive relationships with colleagues to enable them to perform at their best.</i></p>	<p>Contribution as a Mental Health First Aider, Wellbeing Champion, First Aider.</p> <p>Contribution in a formal role in a staff or student network or other similar formal group.</p>

Additional Activity								Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>CL4 Contribution to the University</p> <p><i>Taking an Authentic and Responsible role in University activities and initiatives to improve the working environment and create an inclusive culture.</i></p>	<p>Sustained and impactful contribution to formal equity, diversity and inclusion (EDI) initiatives, working groups and committees at any level within the University.</p> <p>Sustained/ impactful contribution to formal initiatives which support to health & well-being of the whole University population.</p> <p>Sustained/ impactful contribution to formal initiatives to affect climate change and become net zero.</p> <p>Representing the trade unions on behalf of staff, or other similar supportive roles.</p> <p>Participating in outreach programmes to support widening participation at the University.</p>

Additional Activity										Additional Criteria						
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI5 Engagement with External Organisations <i>Engaging with relevant external stakeholders to address key issues and challenges facing society.</i></p>	<p>Developing meaningful mutually beneficial partnerships with important and relevant organisations, professions, businesses, alumni and higher education institutions, locally, regionally, nationally and internationally.</p> <p>Working with others to create new products, processes or services.</p> <p>Collaborating with external partners leading to creation of new knowledge, insights, or change.</p> <p>Involving the public, private and/ or third sector in the research process and increasing the relevance of research to society.</p> <p>Contributing to and creating short courses and training for members of a relevant professional institution.</p> <p>Awards, invitations, positions of responsibility within external organisations.</p> <p>Provision of specialist consultancy advice to external agencies.</p> <p>Recruiting and attracting funding for KTPs and similar external enterprise funding.</p>

Additional Activity	Additional Criteria
<p>RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ ESE1 ▶ ESE2 ▶ ESE3 ▶ ESE4 ▶ CL1 ▶ CL2 ▶ CL3 ▶ CL4 ▶</p>	<p>RI5 ▶ RI6 ▶ RI7 ▶ ESE5 ▶ ESE6 ▶</p>

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI6 Translation and Application of Knowledge</p> <p><i>Creative and adventurous application of knowledge to increase participation and effect change for the benefit of the broader community as appropriate for the discipline.</i></p>	<p>Impacting on changes to learning, understanding, behaviour or practice in culture, environment, industry, economy, society, government or sport and health.</p> <p>Contributing to broader economic, social, environmental or cultural prosperity, e.g., through changes to public policy, national/ international standards or similar.</p> <p>Impacting on matters at local, regional, national and international levels e.g., immigration, culture and heritage management, planning debates, climate change and other environmental issues, participation in sport/ physical activity for health improvement, education policy, traffic planning etc.</p> <p>Contributing to external impact of academic research, e.g., through patents or other intellectual property, the work of spin-out companies, social enterprises, charities, or other examples of innovation as appropriate for the discipline.</p> <p>Creative activities that demonstrate a commitment to environmental sustainability in research/ innovation and net zero omissions (e.g., paperless research, recycling/ repurposing equipment).</p> <p>Being awarded a government policy fellowship.</p>

Additional Activity										Additional Criteria						
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI7 Public Understanding</p> <p><i>Communicating externally using different media to create relevant opportunities for engagement and collaboration.</i></p>	<p>Delivering engagement through collaboration and co-creation with the wider community.</p> <p>Participating in high social-impact activities e.g., exhibitions, public debates, media appearances.</p>

Additional Activity	Additional Criteria
RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ ESE1 ▶ ESE2 ▶ ESE3 ▶ ESE4 ▶ CL1 ▶ CL2 ▶ CL3 ▶ CL4 ▶	RI5 ▶ RI6 ▶ RI7 ▶ ESE5 ▶ ESE6 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>ESE5 Scholarship of Teaching</p> <p><i>Engaging in scholarship of the theory and practice of education to develop and/ or implement innovative and evidence-led approaches to teaching.</i></p>	<p>Contribution to pedagogical research in the discipline.</p> <p>Publishing textbooks, outputs in pedagogical/ education focused journals and similar sources for the discipline, that are recognised for significance. Output quality and visibility should be demonstrated by a range of evidence. Output quality evidence should include formal internal or external peer review which may include published book, creative work or exhibition reviews. Evidence of visibility might take the form of field-weighted citation data, outlet indicators (e.g., SNIP and open access status), exhibition attendance numbers or evidence of use in courses external to Loughborough.</p> <p>Contribution to educational initiatives or working groups at School or University levels.</p> <p>Fundable grant applications on pedagogical research submitted since appointment, that if awarded, would bring income to the University. Income (research and/or innovation) may include collaborative grants which involve Co-I as well as PI input. May also include funded visiting fellowships or secondments or similar with a pedagogical focus.</p> <p>If funding applications were unsuccessful, feedback (quantitative or qualitative) from funders that the application(s) were of excellent/fundable quality.</p> <p>Invitations to chair and/ or present or exhibit work at national/international fora.</p> <p>Submissions to national and/or international awards and prizes for teaching practice or scholarship of teaching.</p>

Additional Activity										Additional Criteria						
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>ESE6 Building Pedagogical Research/ Innovation Capacity, Policy and Leadership</p> <p><i>Evidence of pedagogical research and innovation and leadership in education and student experience in the University and leadership in national and/ or international education agendas and policy.</i></p>	<p>Contributing to a pedagogical research group/ centre/ network or other pedagogy-focused multi-researcher enterprise.</p> <p>Providing intellectual leadership to build pedagogic research capacity and collaborations, both internally and externally.</p> <p>Contributing to School/ University pedagogical research or education and student experience committees and working groups and demonstrating impact within these groups.</p> <p>Contributing to national or international educational initiatives.</p> <p>Collaboration with national or international bodies on education (e.g., AdvanceHE, Education Sector Advisory Group, HEFCE/ TEF, government consultation committees).</p>

- | Additional Activity | Additional Criteria |
|---|---|
| RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ ESE1 ▶ ESE2 ▶ ESE3 ▶ ESE4 ▶ CL1 ▶ CL2 ▶ CL3 ▶ CL4 ▶ | RI5 ▶ RI6 ▶ RI7 ▶ ESE5 ▶ ESE6 ▶ |

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Senior Lecturer Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activity in RI1-RI4 and / or Additional Criteria RI5-RI7.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI1 Research Outputs</p> <p><i>A developed record of high-quality research, that is recognised for its originality, significance and rigour. Plans for sustaining/ enhancing a research focus.</i></p>	<p>Awards for research outputs.</p> <p>Strategies that aim to support the inclusion and contribution of underrepresented groups in research and innovation activities.</p> <p>Production of open research outputs, for example, sharing of data and code, materials, technology, exhibitions of work and digital outputs.</p>

Additional Activity				Additional Criteria		
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Senior Lecturer Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activity in RI1-RI4 and / or Additional Criteria RI5-RI7.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI2 Research and Innovation Funding</p> <p><i>Generation of external research and/ or innovation income to fund original research that meets or exceeds discipline norms. Research funding applications must demonstrate ambition, trajectory and expansion of the research portfolio.</i></p>	<p>Research income from any source which comes via the University.</p> <p>Attracting external funding for research students and early career researchers (e.g., Centre for Doctoral Training or Doctoral Training Partnerships or Collaborative Doctoral Awards).</p> <p>Income from industry partners (e.g., Rolls Royce).</p> <p>Consultancy income (e.g., Highways Agency).</p> <p>Income from spin-out companies and patents.</p>

Additional Activity				Additional Criteria		
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activity in RI1-RI4 and / or Additional Criteria RI5-RI7.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>R13 Research Supervision</p> <p><i>Successful supervision of researchers leading to the successful delivery of projects.</i></p>	<p>Activities to support doctoral researchers/ research staff learning and development experiences at the University and/or in other research contexts.</p> <p>External examining of higher degrees.</p>

Additional Activity				Additional Criteria		
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activity in RI1-RI4 and / or Additional Criteria RI5-RI7.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
RI4 Research Esteem and Recognition <i>Recognition within discipline area. Demonstrate influence within and beyond the University, with an emphasis on national esteem and recognition.</i>	Recognition demonstrated for example by awards, invitations, positions of responsibility within the external and internal research community. Editor/ member of editorial body of a periodical or journal of excellent standing. Research advisory role for organisations, national networks, professional bodies, public bodies, parliamentary select committees, or similar. Visiting appointments in leading research institutions by invitation. Membership or election to fellowship of national academies and professional societies. Sustained international collaborations and partnerships as evidenced through joint publications, grant applications, research/ knowledge exchange visits, or other appropriate examples. Provision of authentic and responsible advice based on research/ innovation leadership to external agencies. Developing and creating significant, responsive, and productive research partnerships/ networks.

Additional Activity			Additional Criteria			
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activity in RI1-RI4 and / or Additional Criteria RI5-RI7.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
RI5 Engagement with External Organisations <i>Engaging with relevant external stakeholders to address key issues and challenges facing society.</i>	<p>Developing meaningful mutually beneficial partnerships with important and relevant organisations, professions, businesses, alumni and higher education institutions, locally, regionally, nationally and internationally.</p> <p>Working with others to create new products, processes or services.</p> <p>Collaborating with external partners leading to creation of new knowledge, insights, or change.</p> <p>Involving the public, private and/ or third sector in the research process and increasing the relevance of research to society.</p> <p>Contributing to and creating short courses and training for members of a relevant professional institution.</p> <p>Awards, invitations, positions of responsibility within external organisations.</p> <p>Provision of specialist consultancy advice to external agencies.</p> <p>Recruiting and attracting funding for KTPs and similar external enterprise funding.</p>

Additional Activity				Additional Criteria		
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Senior Lecturer Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activity in RI1-RI4 and / or Additional Criteria RI5-RI7.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI6 Translation and Application of Knowledge</p> <p><i>Creative and adventurous application of knowledge to increase participation and effect change for the benefit of the broader community as appropriate for the discipline.</i></p>	<p>Impacting on changes to learning, understanding, behaviour or practice in culture, environment, industry, economy, society, government or sport and health.</p> <p>Contributing to broader economic, social, environmental or cultural prosperity, e.g., through changes to public policy, national/ international standards or similar.</p> <p>Impacting on matters at local, regional, national and international levels e.g., immigration, culture and heritage management, planning debates, climate change and other environmental issues, participation in sport/ physical activity for health improvement, education policy, traffic planning etc.</p> <p>Contributing to external impact of academic research, e.g., through patents or other intellectual property, the work of spin-out companies, social enterprises, charities, or other examples of innovation as appropriate for the discipline.</p> <p>Creative activities that demonstrate a commitment to environmental sustainability in research/ innovation and net zero omissions (e.g., paperless research, recycling/ repurposing equipment).</p> <p>Being awarded a government policy fellowship.</p>

Additional Activity				Additional Criteria		
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activity in RI1-RI4 and / or Additional Criteria RI5-RI7.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI7 Public Understanding</p> <p><i>Communicating externally using different media to create relevant opportunities for engagement and collaboration.</i></p>	<p>Delivering engagement through collaboration and co-creation with the wider community.</p> <p>Participating in high social-impact activities e.g., exhibitions, public debates, media appearances.</p>

Additional Activity				Additional Criteria		
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 3 (Education & Student Experience)

Select two options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
ESE1 Education Practice <i>Reflection on, and development of, education practice to ensure active learning among students.</i>	Contribution to accreditation or benchmarking strategy within the department/ school. Senior Fellowship of the HEA (SFHEA). Winning a University teaching award e.g. Teaching Innovation Award (TIA), Inclusivity in Teaching TIA, STEMLab TIA, or similar award from another institution. Successful implementation of innovative teaching practice.

Additional Activity				Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶	

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 3 (Education & Student Experience)

Select two options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
ESE2 Student Engagement <i>Engaging students from all backgrounds and contributing toward their personal, academic and professional development.</i>	Active and responsive engagement with students through staff-student liaison committees (SSLCs) or other similar formal and direct means. Utilising technology or innovative techniques to enable student engagement. Collaborating with colleagues to maintain exemplary standards of student support, guidance and supervision.

Additional Activity				Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶	

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 3 (Education & Student Experience)

Select two options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE3 Curriculum Development</p> <p><i>Developing our educational offering to provide students with an education that is up-to-date, evidence-based, innovative, inclusive and effective.</i></p>	<p>Contributing to the development of a new programme.</p> <p>Innovation through the application of pedagogical research to module/ programme delivery and/ or design.</p> <p>Collaborating across school/ department on teaching and learning projects and/ or with non-academic partner organisations.</p>

Additional Activity				Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶	▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 3 (Education & Student Experience)

Select two options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE4 Employability</p> <p><i>Ensuring our graduates are equipped and prepared for their life after tertiary education.</i></p>	<p>Contributing toward the implementation and development of initiatives that demonstrate impact on student outcomes and employability.</p> <p>Developing initiatives that allow students to improve or broaden their skills to enable them to be successful in the workplace.</p> <p>Ensuring that the curriculum is informed by sector and industry developments in related fields.</p>

Additional Activity				Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶	▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 3 (Education & Student Experience)

Select two options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
ESE5 Scholarship of Teaching <i>Engaging in scholarship of the theory and practice of education to develop and/or implement innovative and evidence-led approaches to teaching.</i>	<p>Contribution to pedagogical research in the discipline.</p> <p>Publishing textbooks, outputs in pedagogical/ education focused journals and similar sources for the discipline, that are recognised for significance. Output quality and visibility should be demonstrated by a range of evidence. Output quality evidence should include formal internal or external peer review which may include published book, creative work or exhibition reviews. Evidence of visibility might take the form of field-weighted citation data, outlet indicators (e.g., SNIP and open access status), exhibition attendance numbers or evidence of use in courses external to Loughborough.</p> <p>Contribution to educational initiatives or working groups at School or University levels.</p> <p>Fundable grant applications on pedagogical research submitted since appointment, that if awarded, would bring income to the University. Income (research and/or innovation) may include collaborative grants which involve Co-I as well as PI input. May also include funded visiting fellowships or secondments or similar with a pedagogical focus.</p> <p>If funding applications were unsuccessful, feedback (quantitative or qualitative) from funders that the application(s) were of excellent/fundable quality.</p> <p>Invitations to chair and/ or present or exhibit work at national/international fora.</p> <p>Submissions to national and/or international awards and prizes for teaching practice or scholarship of teaching.</p>

Additional Activity

Additional Criteria

ESE1 ▶

ESE2 ▶

ESE3 ▶

ESE4 ▶

ESE5 ▶

ESE6 ▶



◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Senior Lecturer Options for Pathway 3 (Education & Student Experience)

Select two options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
ESE6 Building Pedagogical Research/ Innovation Capacity, Policy and Leadership <i>Evidence of pedagogical research and innovation and leadership in education and student experience in the University and leadership in national and/ or international education agendas and policy.</i>	<p>Contributing to a pedagogical research group/ centre/ network or other pedagogy-focused multi-researcher enterprise.</p> <p>Providing intellectual leadership to build pedagogic research capacity and collaborations, both internally and externally.</p> <p>Contributing to School/ University pedagogical research or education and student experience committees and working groups and demonstrating impact within these groups.</p> <p>Contributing to national or international educational initiatives.</p> <p>Collaboration with national or international bodies on education (e.g., AdvanceHE, Education Sector Advisory Group, HEFCE/ TEF, government consultation committees).</p>

Additional Activity				Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶	

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Pathways matrix for promotion to Reader

For Reader promotions there are 12 Required Criteria across the three areas shown below. In addition, you should select 2 options for your chosen pathway, from Additional Activity or Additional Criteria to reach a total of 14.

CRITERIA AREAS ► PATHWAYS ▼	RESEARCH & INNOVATION	EDUCATION & STUDENT EXPERIENCE	CITIZENSHIP & LEADERSHIP	TOTAL CRITERIA
ALL PATHWAYS	Required: RI1-RI4	Required: ESE1-ESE4	Required: CL1-CL4	12
PATHWAY 1 (General) <i>Select 2 options</i>	Option: select from Additional Activities for RI1-RI4 and / or Additional Criteria RI5-RI9	Option: and / or select from Additional Activities for ESE1-ESE4 and / or Additional Criteria ESE5-ESE6	Option: and / or select from Additional Activities for CL1-CL4	2
PATHWAY 2 (R&I) <i>Select 2 options</i>	Option: select from Additional Activities for RI1-RI4 and / or Additional Criteria RI5-RI9			2
PATHWAY 3 (E&SE) <i>Select 2 options</i>	<i>Note: For RI2 funding could pertain to pedagogical research</i>	Option: select from Additional Activities for ESE1-ESE4 and / or Additional Criteria ESE5-ESE6		2

[View the Required Criteria for all pathways ►](#)

[Or select your pathway to see the options ►](#)

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI1 Research Outputs <i>A sustained record of high-quality research and continuing trajectory of outputs, that is recognised internationally for its, originality, significance and rigour and visibility. Clear forward plans for sustaining/ enhancing programmes of research.</i>	<p>A research profile that clearly demonstrates a strong progressive trajectory in terms of both quality, and visibility of outputs. These will include articles in peer reviewed journals, monographs, creative work, or other high quality scholarly activity.</p> <p>Output quality and visibility should be demonstrated by a range of evidence. Output quality evidence should include formal internal or external peer review which may include published book, creative work, or exhibition reviews. Evidence of visibility might take the form of field-weighted citation data, outlet indicators (e.g., SNIP and open access status) or exhibition attendance numbers.</p> <p>A significant and ambitious plan for the publication of further high-quality outputs.</p> <p>A commitment to EDI in research and/ or innovation.</p> <p>Note: for a teaching focused promotion application there is still an expectation of the production of outputs which are discipline leading in terms of their significance, originality and rigour.</p>

[RI1 continued ... Peer Review of selected outputs](#) ▶

View other Required Criteria for Reader promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

[Or select your pathway to see the options](#) ▶

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI1 Research Outputs (cont'd) <i>A developed record of high-quality research, that is recognised for its originality, significance and rigour. Plans for sustaining/ enhancing a research focus.</i>	Output quality assessment by peer review Choose up to three outputs that best showcase the quality of your research, published since your appointment or last promotion. For each output, give either the full bibliographic reference or the DOI, and provide a statement which discusses (1) your contribution to the underpinning research and the writing of the paper and (2) the significance, originality and rigour of the research.

View other Required Criteria for Reader promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI2 Research and Innovation Funding <i>Generation of external research and/ or innovation income to fund original research that meets or exceeds discipline norms. Record of successfully delivering research projects with support from external funding.</i>	<p>Research income awarded by an external body through a competitive process which funds research and innovation activities.</p> <p>Research income should meet or exceed norms for the discipline. Grant income may include collaborative grants which involve Co-I as well as PI input. May also include competitively awarded personal fellowships or fellowships of significant prestige awarded 'by invitation' for projects of significant scale and/ or ambition.</p> <p>Grant applications submitted since the last promotion demonstrating ambition, adventurousness, trajectory and expansion of research portfolio.</p> <p>Note: for a teaching focused promotion application the funding could pertain to pedagogical research, as described in ESE5.</p>

View other Required Criteria for Reader promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI3 Research Supervision <i>Successful supervision of researchers leading to the successful delivery of projects.</i>	Supervision of several PhD theses to successful completion including as primary supervisor and commensurate experience of developing others in research context in line with disciplinary norms. Internal and external examining of higher degrees.

View other Required Criteria for Reader promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶**
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI4 Research Esteem and Recognition <i>Significant recognition within discipline area. Demonstrate substantial influence within and beyond the University, with an emphasis on international esteem and recognition.</i>	Substantial reputation in research as demonstrated for example by prestigious awards, invitations, positions of responsibility within the external and internal research community. Invitations to chair, present, attend, contribute or exhibit work at national/international fora. Invitations to deliver keynote lectures or similar, with a focus on international invitations. Invitations to review articles or books for leading journals or publishers and/ or review applications for grant funding bodies and charities. Consolidated and ongoing international collaborations and partnerships.

View other Required Criteria for Reader promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶**
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
ESE1 Education Practice <i>Reflection on, and development of, education practice to ensure active learning among students.</i>	Provision of successful and inclusive student learning. Fellowship of the HEA (FHEA) (minimum required for all). Ensuring teaching content which contributes to knowledge and understanding of equity, diversity and inclusion (EDI), climate change and net zero or health and wellbeing. Rating of 'Meets expectations' or above from a recent teaching observation. Continuous professional development of teaching practice. Evidenced by participation in relevant CPD activity.

View other Required Criteria for Reader promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶**
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
ESE2 Student Engagement <i>Engaging students from all backgrounds and contributing toward their personal, academic and professional development.</i>	Evidence of a responsible, supportive and inclusive pedagogical approach. Regular authentic engagement with personal tutees. Authentic engagement with student experience initiatives. Ensuring exemplary standards of student support, guidance and supervision are maintained.

View other Required Criteria for Reader promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
ESE3 Curriculum Development <i>Developing our educational offering to provide students with an education that is up-to-date, evidence-based, innovative, inclusive and effective.</i>	Creative translation of advances in the subject area into teaching material/ delivery. Continual and consistent improvement of teaching materials ensuring student inclusivity and quality. Ensuring teaching content is linked to potential post-qualification positions/ employment.

View other Required Criteria for Reader promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
ESE4 Employability <i>Ensuring our graduates are equipped and prepared for their life after tertiary education.</i>	Providing opportunities for students to engage with external organisations via e.g., site visits, mentoring, visiting lecturers, support for dissertations, support for Loughborough Enterprise Network etc. Ensuring teaching content is linked to potential post-qualification positions/ employment. Embedding the development of skills to be successful in the workplace (employability) into the curriculum.

View other Required Criteria for Reader promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
CL1 University Leadership <i>Taking an active role in leading people, with or without formal authority, to facilitate the effective running of the University.</i>	Undertaking Division/ Department/ Subject/ School/ University leadership roles and evidence of positive contribution in role. Managing others to perform to their full potential (e.g., staff and students). Taking responsibility for creating an equitable and inclusive working environment for all. Contributing to the implementation of the University strategy.

View other Required Criteria for Reader promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
CL2 Leadership in the discipline <i>Developing the discipline within and outside the University through working with others to build relationships and enhance its profile.</i>	Contributing to Division/ Department/ Subject/ School/ University initiatives that relate to the discipline, including selection committees. Contributing to professional and disciplinary associations, Research Councils and other funding bodies, editorial boards, external examinations, etc.

View other Required Criteria for Reader promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
CL3 Collegiality <i>Building Authentic, Responsible and supportive relationships with colleagues to enable them to perform at their best.</i>	Supporting the career development of others through e.g., coaching or mentoring others either as part of a formal scheme or more informally with colleagues Supporting others to perform to their full potential. Contributing to activities which support the wellbeing of others in the workplace.

View other Required Criteria for Reader promotions

- [RI1](#) ▶
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- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Reader Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
CL4 Contribution to the University <i>Taking an Authentic and Responsible role in University activities and initiatives to improve the working environment and create an inclusive culture.</i>	Contributing to the creation of an equitable and inclusive environment for all. Contributing to the University's aim to affect climate change and to become Net Zero. Contributing to programmes or interventions which ensure the health, safety and wellbeing of colleagues. Contributing to annual Division/ School/ University events, such as open/ offer days, Graduation, etc. Contributing to a vibrant community through specific initiatives that bring people together for a clear purpose such as away days.

View other Required Criteria for Reader promotions

- [RI1](#)
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- [ESE1](#)
- [ESE2](#)
- [ESE3](#)
- [ESE4](#)
- [CL1](#)
- [CL2](#)
- [CL3](#)
- [CL4](#)

Or select your pathway to see the options

Promotion to Reader

Select one of the pathways below to be guided through the options to add two Additional Criteria and / or Additional Activities to meet the requirements for promotion to Reader.

1. General pathway



2. Research and Innovation Focus pathway



3. Education and Student Experience Focus pathway



You should have discussed and agreed which pathway is most appropriate for you with your Dean or delegated member of academic staff before proceeding.

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI1 Research Outputs</p> <p><i>A sustained record of high-quality research and continuing trajectory of outputs, that is recognised internationally for its, originality, significance and rigour and visibility. Clear forward plans for sustaining/ enhancing programmes of research.</i></p>	<p>Awards for research outputs.</p> <p>Strategies that aim to support the inclusion and contribution of underrepresented groups in research and innovation activities.</p> <p>Leading the production of open research outputs, for example, sharing of data and code, materials, technology, exhibitions of work and digital outputs.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI2 Research and Innovation Funding</p> <p><i>Generation of external research and/ or innovation income to fund original research that meets or exceeds discipline norms. Record of successfully delivering research projects with support from external funding.</i></p>	<p>Recruiting and attracting funding from external sources for research students and early career researchers (e.g., Centre for Doctoral Training or Doctoral Training Partnerships).</p> <p>Income from spin-out companies and patents.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>R13 Research Supervision</p> <p><i>Successful supervision of researchers leading to the successful delivery of projects.</i></p>	<p>Activities to support doctoral researchers/ research staff learning and development experiences at the University and/ or in other research contexts.</p> <p>Activities that seek to foster a collaborative team spirit and create a strong sense of community within a doctoral community.</p> <p>Mentor and/ or manage postdoctoral research researchers and other research related colleagues including supporting their employability.</p> <p>Providing and leading opportunities for unrepresented individuals to take up research and/or innovation posts at the University.</p>

Additional Activity										Additional Criteria								
R1 ▶	R2 ▶	R3 ▶	R4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	R15 ▶	R16 ▶	R17 ▶	R18 ▶	R19 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI4 Research Esteem and Recognition</p> <p><i>Significant recognition within discipline area. Demonstrate substantial influence within and beyond the University, with an emphasis on international esteem and recognition.</i></p>	<p>Lead the successful dissemination, nationally and internationally, of research findings.</p> <p>Provision of authentic and responsible advice based on research/ innovation leadership to external agencies.</p> <p>Research reports, grant applications, research outputs and knowledge exchange visits that involve international collaborations and partnerships.</p> <p>Production of open research outputs, for example, sharing data and code, materials, technology, exhibitions of work and digital outputs.</p> <p>Planning and leading participation in knowledge exchange activities, and in shaping the delivery of research outreach activities.</p> <p>Editor/ member of editorial body of a periodical or journal of some standing.</p> <p>Invited membership of grant funding panels.</p> <p>Research advisory role for organisations, national networks, professional bodies, public bodies, parliamentary select committees, or similar and evidence of impact of contribution.</p> <p>Membership or election to fellowship of national academies and professional societies.</p>

Additional Activity								Additional Criteria										
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE1 Education Practice <i>Reflection on, and development of, education practice to ensure active learning among students.</i></p>	<p>Senior or Principal Fellowship of the HEA (SFHEA or PFHEA) required for Pathway 3 (Education and Student Experience).</p> <p>Leading the implementation of processes or policies for moderation, benchmarking, and quality control of teaching within the school/ department.</p> <p>Being a University Assessor. External examiner for other universities' programmes.</p> <p>Winning a University teaching award e.g. Teaching Innovation Award (TIA), Inclusivity in Teaching TIA, STEMLab TIA, or similar award from another institution.</p> <p>Development and leading the successful implementation of innovative teaching practice into a course.</p> <p>Leading accreditation or benchmarking strategy within the department/ school.</p> <p>Developing and leading adventurous and creative initiatives which ensure inclusive teaching practice within the department/ school.</p> <p>An excellent standard of teaching performance at different levels (e.g., undergraduate, postgraduate, CPD) which may involve use of innovative learning and assessment methods and delivery.</p>

Additional Activity									Additional Criteria									
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE2 Student Engagement</p> <p><i>Engaging students from all backgrounds and contributing toward their personal, academic and professional development.</i></p>	<p>Leading initiatives for active and responsive engagement with students through staff-student liaison committees (SSLCs) or other similar formal and direct means.</p> <p>Developing and implementing innovative and creative techniques, policy or processes to enable student engagement and inclusion.</p> <p>Leading School or University activities related to student wellbeing and/ or widening participation.</p> <p>Involvement in national or international activities related to student experience, progression and/ or widening participation or similar.</p>

Additional Activity								Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
ESE3 Curriculum Development <i>Developing our educational offering to provide students with an education that is up-to-date, evidence-based, innovative, inclusive and effective.</i>	Leading the development of a new/ restructured programme. Engaging with external stakeholders in programme/ module delivery/ development. Developing collaborative links with other universities, including setting up joint degree programmes. Contributing to cross-University multi-disciplinary teaching and learning initiatives. Collaborating with external peers on significant teaching and learning projects, including with non-academic partner organisations.

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE4 Employability</p> <p><i>Ensuring our graduates are equipped and prepared for their life after tertiary education.</i></p>	<p>Contributing toward the implementation and development of initiatives that demonstrate impact on student outcomes and employability.</p> <p>Developing initiatives that allow students to improve or broaden their skills to enable them to be successful in the workplace.</p> <p>Ensuring that the curriculum is informed by sector and industry developments in related fields.</p>

Additional Activity								Additional Criteria										
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>CL1 University Leadership</p> <p><i>Taking an active role in leading people, with or without formal authority, to facilitate the effective running of the University.</i></p>	<p>Contribution to the work of formal committees at School or University level.</p> <p>Leading significant Division/ Department/ Subject/ School/ University governance processes and strategic initiatives with a positive/ impactful outcome.</p> <p>Leading School/ Division/ Department/ Subject/ University decision making and policy.</p> <p>Contributing to key University special projects groups.</p>

Additional Activity								Additional Criteria										
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>CL2 Leadership in the discipline</p> <p><i>Developing the discipline within and outside the University through working with others to build relationships and enhance its profile.</i></p>	<p>Developing new formal institutional disciplinary or subject collaborations and partnerships.</p> <p>Establishing new formal and ongoing collaborations and engagement opportunities between students, staff and external organisations.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>CL3 Collegiality</p> <p><i>Building Authentic, Responsible and supportive relationships with colleagues to enable them to perform at their best.</i></p>	<p>Making a significant contribution in a leadership capacity in a formal role in a staff or student network or other similar formal group.</p>

Additional Activity								Additional Criteria										
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>CL4 Contribution to the University</p> <p><i>Taking an Authentic and Responsible role in University activities and initiatives to improve the working environment and create an inclusive culture.</i></p>	<p>Sustained and impactful contribution to formal equity, diversity and inclusion (EDI) initiatives, working groups and committees at any level within the University.</p> <p>Sustained and impactful contribution to formal initiatives which support to health & well-being of the whole University population.</p> <p>Sustained and impactful contribution to formal initiatives to affect climate change and become net zero.</p> <p>Sustained and impactful contribution to trade union work, or other similar supportive roles.</p> <p>Participating in outreach programmes to support widening participation at the University.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI5 Engagement with External Organisations <i>Collaborating with relevant external stakeholders to address key issues and challenges facing society.</i></p>	<p>Developing meaningful mutually beneficial partnerships with important and relevant organisations, professions, businesses, alumni and higher education institutions, locally, regionally, nationally and internationally.</p> <p>Collaborating with external partners to create new knowledge, products, processes, services, insights or change.</p> <p>Recruiting and attracting funding for KTPs and similar external enterprise funding.</p> <p>Membership of industry, school or governmental (local or national) advisory boards to facilitate responsible exchange of knowledge from academia into society.</p> <p>Collaborating with the public, private and/ or third sector in the research process and increasing the relevance of research to society.</p> <p>Contributing to and creating short courses and training for members of a relevant professional institution.</p> <p>Awards, invitations, positions of responsibility within external organisations.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI6 Translation and application of knowledge</p> <p><i>Creative and adventurous application of knowledge to increase participation and effect change for the benefit of the broader community.</i></p>	<p>Impacting on changes to learning, understanding, behaviour or practice in culture, environment, industry, economy, society, government or sport and health.</p> <p>Impacting on matters at local, regional, national and international levels e.g., immigration, culture and heritage management, planning debates, climate change and other environmental issues, participation in sport/ physical activity for health improvement, education policy, traffic planning etc.</p> <p>Contributing to external impact of academic research, e.g., through patents or other intellectual property, the work of spin-out companies, social enterprises, charities, or other examples of innovation as appropriate for the discipline.</p> <p>Creative activities that demonstrate a commitment to environmental sustainability in research /innovation and net zero omissions (e.g., paperless research, recycling/repurposing equipment).</p> <p>Being awarded a government policy fellowship.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI7 Public Understanding</p> <p><i>Communicating externally using different media to create relevant opportunities for engagement and collaboration.</i></p>	<p>Delivering engagement through collaboration and co-creation with the wider community.</p> <p>Participating in high social-impact activities e.g., exhibitions, public debates, media appearances.</p> <p>Leading impactful and/ or high-profile public outreach activities.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>R18 Development of research strategy</p> <p><i>Contributions to strategy setting.</i></p> <p><i>Contribute to ensuring the continued success of a research community (e.g., centre, group, institute) at the University.</i></p>	<p>A significant role leading research initiatives within the University, and which align with the University strategy and values.</p> <p>A significant contribution or input into the leadership of a University research centre, group or institute.</p> <p>Leading internal and external activities that further develop the University strategy.</p>

Additional Activity	Additional Criteria
R1 ▶ R2 ▶ R3 ▶ R4 ▶ ESE1 ▶ ESE2 ▶ ESE3 ▶ ESE4 ▶ CL1 ▶ CL2 ▶ CL3 ▶ CL4 ▶	R5 ▶ R6 ▶ R7 ▶ R18 ▶ R9 ▶ ESE5 ▶ ESE6 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
RI9 Building research capacity and leadership <i>Building research capacity and reputation within the University, to ensure long-term research prospects of a discipline area. Supporting early career researchers to thrive and become autonomous researchers. Making a positive contribution to the research development of others.</i>	Providing leadership to build research capacity and research collaborations, both internally and externally. Impactful contribution to a research group/ centre/ network or other multi-researcher enterprise (e.g., team science). Sustained participation and impact in research consortia and networks within or across disciplines and/or institutions. Authentic and responsible mentoring and/ or managing postdoctoral research assistants/ associates and other colleagues.

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>ESE5 Scholarship of Teaching</p> <p><i>Engaging in scholarship of the theory and practice of education to develop and/or implement innovative and evidence-led approaches to teaching</i></p>	<p>Publishing textbooks, outputs in pedagogical/ education focused journals and similar sources for the discipline, that are recognised for significance. Output quality and visibility should be demonstrated by a range of evidence. Output quality evidence should include formal internal or external peer review which may include published book, creative work or exhibition reviews. Evidence of visibility might take the form of field-weighted citation data, outlet indicators (e.g., SNIP and open access status), exhibition attendance numbers or evidence of use in courses external to Loughborough.</p> <p>Research income for pedagogical research awarded via the University. Income (research and/or innovation) may include collaborative grants which involve Co-I as well as PI input. May include external competitively awarded or prestigious ‘by invitation’ fellowships, secondments and similar with a pedagogical focus.</p> <p>Esteem in national pedagogical research networks and collaborations.</p> <p>National and/or international awards and prizes for teaching practice or scholarship of teaching.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 1 (General)

Select two options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>ESE6 Building Pedagogical Research/Innovation Capacity, Policy and Leadership <i>Evidence of building pedagogical research and innovation and leadership in education and student experience in the University and leadership in national and/ or international education agendas and policy.</i></p>	<p>Contributing to a pedagogical research group/ centre/ network or other pedagogy-focused multi-researcher enterprise.</p> <p>Providing intellectual leadership to build pedagogic research capacity and collaborations, both internally and externally.</p> <p>Contributing to School/ University pedagogical research or education and student experience committees and working groups and demonstrating impact within these groups.</p> <p>Contributing to national or international educational initiatives.</p> <p>Collaboration with national or international bodies on education (e.g., AdvanceHE, Education Sector Advisory Group, HEFCE/ TEF, government consultation committees).</p>

Additional Activity	Additional Criteria
<p>RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ ESE1 ▶ ESE2 ▶ ESE3 ▶ ESE4 ▶ CL1 ▶ CL2 ▶ CL3 ▶ CL4 ▶</p>	<p>RI5 ▶ RI6 ▶ RI7 ▶ RI8 ▶ RI9 ▶ ESE5 ▶ ESE6 ▶</p>

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activities for RI1- RI4 and / or Additional Criteria RI5- RI9.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI1 Research Outputs</p> <p><i>A sustained record of high-quality research and continuing trajectory of outputs, that is recognised internationally for its, originality, significance and rigour and visibility. Clear forward plans for sustaining/ enhancing programmes of research.</i></p>	<p>Awards for research outputs.</p> <p>Strategies that aim to support the inclusion and contribution of underrepresented groups in research and innovation activities.</p> <p>Leading the production of open research outputs, for example, sharing of data and code, materials, technology, exhibitions of work and digital outputs.</p>

Additional Activity				Additional Criteria				
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Reader Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activities for R11- R14 and / or Additional Criteria R15- R19.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>R12 Research and Innovation Funding</p> <p><i>Generation of external research and/ or innovation income to fund original research that meets or exceeds discipline norms. Record of successfully delivering research projects with support from external funding.</i></p>	<p>Recruiting and attracting funding from external sources for research students and early career researchers (e.g., Centre for Doctoral Training or Doctoral Training Partnerships).</p> <p>Income from spin-out companies and patents.</p>

Additional Activity				Additional Criteria				
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activities for RI1- RI4 and / or Additional Criteria RI5- RI9.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI3 Research Supervision</p> <p><i>Successful supervision of researchers leading to the successful delivery of projects.</i></p>	<p>Activities to support doctoral researchers/ research staff learning and development experiences at the University and/ or in other research contexts.</p> <p>Activities that seek to foster a collaborative team spirit and create a strong sense of community within a doctoral community.</p> <p>Mentor and/ or manage postdoctoral research researchers and other research related colleagues including supporting their employability.</p> <p>Providing and leading opportunities for unrepresented individuals to take up research and/or innovation posts at the University.</p>

Additional Activity				Additional Criteria				
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Reader Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activities for RI1- RI4 and / or Additional Criteria RI5- RI9.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
RI4 Research Esteem and Recognition <i>Significant recognition within discipline area. Demonstrate substantial influence within and beyond the University, with an emphasis on international esteem and recognition.</i>	<p>Lead the successful dissemination, nationally and internationally, of research findings.</p> <p>Provision of authentic and responsible advice based on research/ innovation leadership to external agencies.</p> <p>Research reports, grant applications, research outputs and knowledge exchange visits that involve international collaborations and partnerships.</p> <p>Production of open research outputs, for example, sharing data and code, materials, technology, exhibitions of work and digital outputs.</p> <p>Planning and leading participation in knowledge exchange activities, and in shaping the delivery of research outreach activities.</p> <p>Editor/ member of editorial body of a periodical or journal of some standing.</p> <p>Invited membership of grant funding panels.</p> <p>Research advisory role for organisations, national networks, professional bodies, public bodies, parliamentary select committees, or similar and evidence of impact of contribution.</p> <p>Membership or election to fellowship of national academies and professional societies.</p>

Additional Activity				Additional Criteria				
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Reader Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activities for RI1- RI4 and / or Additional Criteria RI5- RI9.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>R15 Engagement with External Organisations <i>Collaborating with relevant external stakeholders to address key issues and challenges facing society.</i></p>	<p>Developing meaningful mutually beneficial partnerships with important and relevant organisations, professions, businesses, alumni and higher education institutions, locally, regionally, nationally and internationally.</p> <p>Collaborating with external partners to create new knowledge, products, processes, services, insights or change.</p> <p>Recruiting and attracting funding for KTPs and similar external enterprise funding.</p> <p>Membership of industry, school or governmental (local or national) advisory boards to facilitate responsible exchange of knowledge from academia into society.</p> <p>Collaborating with the public, private and/ or third sector in the research process and increasing the relevance of research to society.</p> <p>Contributing to and creating short courses and training for members of a relevant professional institution.</p> <p>Awards, invitations, positions of responsibility within external organisations.</p>

Additional Activity

- RI1 ▶
- RI2 ▶
- RI3 ▶
- RI4 ▶
- RI5 ▶**
- RI6 ▶
- RI7 ▶
- RI8 ▶
- RI9 ▶

Additional Criteria

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Reader Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activities for RI1- RI4 and / or Additional Criteria RI5- RI9.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI6 Translation and application of knowledge</p> <p><i>Creative and adventurous application of knowledge to increase participation and effect change for the benefit of the broader community.</i></p>	<p>Impacting on changes to learning, understanding, behaviour or practice in culture, environment, industry, economy, society, government or sport and health.</p> <p>Impacting on matters at local, regional, national and international levels e.g., immigration, culture and heritage management, planning debates, climate change and other environmental issues, participation in sport/ physical activity for health improvement, education policy, traffic planning etc.</p> <p>Contributing to external impact of academic research, e.g., through patents or other intellectual property, the work of spin-out companies, social enterprises, charities, or other examples of innovation as appropriate for the discipline.</p> <p>Creative activities that demonstrate a commitment to environmental sustainability in research /innovation and net zero omissions (e.g., paperless research, recycling/repurposing equipment).</p> <p>Being awarded a government policy fellowship.</p>

Additional Activity				Additional Criteria				
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Reader Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activities for RI1- RI4 and / or Additional Criteria RI5- RI9.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>R17 Public Understanding</p> <p><i>Communicating externally using different media to create relevant opportunities for engagement and collaboration.</i></p>	<p>Delivering engagement through collaboration and co-creation with the wider community.</p> <p>Participating in high social-impact activities e.g., exhibitions, public debates, media appearances.</p> <p>Leading impactful and/ or high-profile public outreach activities.</p>

Additional Activity				Additional Criteria				
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activities for RI1- RI4 and / or Additional Criteria RI5- RI9.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
RI8 Development of research strategy <i>Contributions to strategy setting. Contribute to ensuring the continued success of a research community (e.g., centre, group, institute) at the University.</i>	A significant role leading research initiatives within the University, and which align with the University strategy and values. A significant contribution or input into the leadership of a University research centre, group or institute. Leading internal and external activities that further develop the University strategy.

Additional Activity				Additional Criteria				
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 2 (Research and Innovation)

Select two options from Additional Activities for RI1- RI4 and / or Additional Criteria RI5- RI9.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
R19 Building research capacity and leadership <i>Building research capacity and reputation within the University, to ensure long-term research prospects of a discipline area. Supporting early career researchers to thrive and become autonomous researchers. Making a positive contribution to the research development of others.</i>	Providing leadership to build research capacity and research collaborations, both internally and externally. Impactful contribution to a research group/ centre/ network or other multi-researcher enterprise (e.g., team science). Sustained participation and impact in research consortia and networks within or across disciplines and/or institutions. Authentic and responsible mentoring and/ or managing postdoctoral research assistants/ associates and other colleagues.

Additional Activity				Additional Criteria				
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Reader Options for Pathway 3 (Education & Student Experience)

Select two options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
ESE1 Education Practice <i>Reflection on, and development of, education practice to ensure active learning among students.</i>	Senior or Principal Fellowship of the HEA (SFHEA or PFHEA) required for Pathway 3 (Education and Student Experience). Leading the implementation of processes or policies for moderation, benchmarking, and quality control of teaching within the school/ department. Being a University Assessor. External examiner for other universities' programmes. Winning a University teaching award e.g. Teaching Innovation Award (TIA), Inclusivity in Teaching TIA, STEMLab TIA, or similar award from another institution. Development and leading the successful implementation of innovative teaching practice into a course. Leading accreditation or benchmarking strategy within the department/ school. Developing and leading adventurous and creative initiatives which ensure inclusive teaching practice within the department/ school. An excellent standard of teaching performance at different levels (e.g., undergraduate, postgraduate, CPD) which may involve use of innovative learning and assessment methods and delivery.

Additional Activity			Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Reader Options for Pathway 3 (Education & Student Experience)

Select two options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE2 Student Engagement</p> <p><i>Engaging students from all backgrounds and contributing toward their personal, academic and professional development.</i></p>	<p>Leading initiatives for active and responsive engagement with students through staff-student liaison committees (SSLCs) or other similar formal and direct means.</p> <p>Developing and implementing innovative and creative techniques, policy or processes to enable student engagement and inclusion.</p> <p>Leading School or University activities related to student wellbeing and/ or widening participation.</p> <p>Involvement in national or international activities related to student experience, progression and/ or widening participation or similar.</p>

Additional Activity				Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶	

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 3 (Education & Student Experience)

Select two options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
ESE3 Curriculum Development <i>Developing our educational offering to provide students with an education that is up-to-date, evidence-based, innovative, inclusive and effective.</i>	Leading the development of a new/ restructured programme. Engaging with external stakeholders in programme/ module delivery/ development. Developing collaborative links with other universities, including setting up joint degree programmes. Contributing to cross-University multi-disciplinary teaching and learning initiatives. Collaborating with external peers on significant teaching and learning projects, including with non-academic partner organisations.

Additional Activity				Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶	

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 3 (Education & Student Experience)

Select two options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE4 Employability</p> <p><i>Ensuring our graduates are equipped and prepared for their life after tertiary education.</i></p>	<p>Contributing toward the implementation and development of initiatives that demonstrate impact on student outcomes and employability.</p> <p>Developing initiatives that allow students to improve or broaden their skills to enable them to be successful in the workplace.</p> <p>Ensuring that the curriculum is informed by sector and industry developments in related fields.</p>

Additional Activity				Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶	▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Reader Options for Pathway 3 (Education & Student Experience)

Select two options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>ESE5 Scholarship of Teaching</p> <p><i>Engaging in scholarship of the theory and practice of education to develop and/or implement innovative and evidence-led approaches to teaching</i></p>	<p>Publishing textbooks, outputs in pedagogical/ education focused journals and similar sources for the discipline, that are recognised for significance. Output quality and visibility should be demonstrated by a range of evidence. Output quality evidence should include formal internal or external peer review which may include published book, creative work or exhibition reviews. Evidence of visibility might take the form of field-weighted citation data, outlet indicators (e.g., SNIP and open access status), exhibition attendance numbers or evidence of use in courses external to Loughborough.</p> <p>Research income for pedagogical research awarded via the University. Income (research and/or innovation) may include collaborative grants which involve Co-I as well as PI input. May include external competitively awarded or prestigious 'by invitation' fellowships, secondments and similar with a pedagogical focus.</p> <p>Esteem in national pedagogical research networks and collaborations.</p> <p>National and/or international awards and prizes for teaching practice or scholarship of teaching.</p>

Additional Activity				Additional Criteria		
ESE1 ►	ESE2 ►	ESE3 ►	ESE4 ►	ESE5 ►	ESE6 ►	

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ►

Reader Options for Pathway 3 (Education & Student Experience)

Select two options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
ESE6 Building Pedagogical Research/Innovation Capacity, Policy and Leadership <i>Evidence of building pedagogical research and innovation and leadership in education and student experience in the University and leadership in national and/ or international education agendas and policy.</i>	<p>Contributing to a pedagogical research group/ centre/ network or other pedagogy-focused multi-researcher enterprise.</p> <p>Providing intellectual leadership to build pedagogic research capacity and collaborations, both internally and externally.</p> <p>Contributing to School/ University pedagogical research or education and student experience committees and working groups and demonstrating impact within these groups.</p> <p>Contributing to national or international educational initiatives.</p> <p>Collaboration with national or international bodies on education (e.g., AdvanceHE, Education Sector Advisory Group, HEFCE/ TEF, government consultation committees).</p>

Additional Activity	Additional Criteria
ESE1 ▶	ESE2 ▶
ESE3 ▶	ESE4 ▶
ESE5 ▶	ESE6 ▶
ESE7 ▶	ESE8 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Pathways matrix for promotion to Professor

For Professor promotions there are 12 Required Criteria across the three areas shown below. In addition, you should select options for your chosen pathway, from Additional Activity or Additional Criteria to reach a total of 15.

CRITERIA AREAS ► PATHWAYS ▼	RESEARCH & INNOVATION	EDUCATION & STUDENT EXPERIENCE	CITIZENSHIP & LEADERSHIP	TOTAL CRITERIA
ALL PATHWAYS	Required: RI1-RI4	Required: ESE1-ESE4	Required: CL1-CL4	12
PATHWAY 1 (General) Select 3 options	Option: select from Additional Activities for RI1-RI4 and / or Additional Criteria RI5-RI9	Option: and / or select from Additional Activities for ESE1-ESE4 and / or Additional Criteria ESE5-ESE6	Option: and / or select from Additional Activities for CL1-CL4	3
PATHWAY 2 (R&I) Additional requirement and select 2 options	Required: RI9 Option: select from Additional Activities for RI1-4 and RI9 and / or Additional Criteria RI5-RI8			3
PATHWAY 3 (E&SE) Select 3 options	Note: For RI2 funding could pertain to pedagogical research	Option: select from Additional Activity for ESE1-ESE4 and / or Additional Criteria ESE5-ESE6		3

[View the Required Criteria for all pathways ►](#)

[Or select your pathway to see the options ►](#)

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI1 Research Outputs <i>Evidence of a sustained and continuing record of high-quality research, that is recognised internationally for its originality, significance and rigour. Clear forward plans for sustaining/ enhancing programmes of research.</i>	<p>A research profile that clearly demonstrates strong trajectory in terms of quality and visibility of outputs. These will include articles in peer reviewed journals, monographs, creative work or other high quality scholarly activity.</p> <p>Output quality and visibility should be demonstrated by a range of evidence. Output quality evidence should include formal internal or external peer review which may include published book, creative work or exhibition reviews. Evidence of visibility might take the form of field-weighted citation data, outlet indicators (e.g., SNIP and open access status) or exhibition attendance numbers.</p> <p>Leadership as an author within co-authored research outputs.</p> <p>A commitment to EDI in research and/or innovation activities.</p> <p>Note: for a teaching focused promotion application there is still an expectation of the production of outputs which are discipline leading in terms of their significance, originality and rigour.</p>

[RI1 continued ... Peer Review of selected outputs](#) ▶

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

[Or select your pathway to see the options](#) ▶

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI1 Research Outputs (cont'd) <i>A developed record of high-quality research, that is recognised for its originality, significance and rigour. Plans for sustaining/ enhancing a research focus.</i>	Output quality assessment by peer review Choose up to three outputs that best showcase the quality of your research, published since your appointment or last promotion. For each output, give either the full bibliographic reference or the DOI, and provide a statement which discusses (1) your contribution to the underpinning research and the writing of the paper and (2) the significance, originality and rigour of the research.

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI2 Research and Innovation Funding <i>Generate external research and/ or innovation income to fund original research that meets or exceeds the discipline norms. Record of successfully delivering research projects with support from external funding.</i>	<p>Research income awarded by an external body through a competitive process which funds research and innovation activities.</p> <p>Research income should meet or exceed norms for the discipline. Grant income may include collaborative grants which involve Co-I as well as PI input. May also include competitively awarded personal fellowships or fellowships of significant prestige awarded 'by invitation' for projects of significant scale and/ or ambition.</p> <p>Funded projects to demonstrate substantial ambition, trajectory and an expansive research portfolio.</p> <p>Grant income may include collaborative grants which involve Co-I as well as PI input.</p> <p>Note: for a teaching focused promotion application the funding could pertain to pedagogical research, as described in ESE5.</p>

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI3 Research Supervision <i>Successful supervision of researchers leading to the successful delivery of projects.</i>	Supervision of several PhD theses to successful completion, with an emphasis on completions as the primary supervisor, and commensurate experience of developing others in research contexts in line with disciplinary norms. Internal and external examining of higher degrees.

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI4 Research and Innovation Esteem and Recognition <i>Significant recognition and influence within discipline area. Demonstrate significant and substantial influence within and beyond the University, with a strong focus on international esteem and recognition.</i>	Evidence of a strong recognition within chosen field. Invitations to make presentations or exhibit work at national/ international fora. Invitations to deliver keynote lectures or similar, with a focus on international invitations. Established involvement as an editor/ member of editorial body of a periodical or journal of some standing. Significant and well-established international collaborations and partnerships as evidenced through reports, grant applications, research/ knowledge exchange visits etc.

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶**
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
ESE1 Education Practice <i>Reflection on, and development of, education practice to ensure active learning among students.</i>	Evidence of providing successful and inclusive student learning. Fellowship of the HEA (FHEA) (minimum required for all). Ensuring teaching content contributes to knowledge and understanding of equity, diversity and inclusion (EDI), climate change and net zero or health and wellbeing. Utilising a range of creative delivery and learning techniques (lectures, seminars, example sessions, etc.). Rating of 'Meets expectations' or above from a recent teaching observation. Continuous professional development of teaching practice. Evidenced by participation in relevant CPD activity.

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶**
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
ESE2 Student Engagement <i>Engaging students from all backgrounds and contributing toward their personal, academic and professional development.</i>	Evidence of a responsible supportive and inclusive pedagogical approach. Authentic with student experience initiatives. Ensuring exemplary standards of student support, guidance and supervision are maintained.

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶**
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
ESE3 Curriculum Development <i>Developing our educational offering to provide students with an education that is up-to-date, evidence-based, innovative, inclusive and effective.</i>	Creative translation of advances in the subject area into teaching material/ delivery. Continual and consistent improvement of teaching materials ensuring student inclusivity and quality. Ensuring teaching content is linked to potential post-qualification positions/ employment.

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
ESE4 Employability <i>Ensuring our graduates are equipped and prepared for their life after tertiary education.</i>	Providing opportunities for students to engage with external organisations via e.g., site visits, mentoring, visiting lecturers, support for dissertations, support for Loughborough Enterprise Network etc. Ensuring teaching content is linked to potential post-qualification positions/ employment. Embedding the development of skills to be successful in the workplace (employability) into the curriculum.

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
CL1 University Leadership <i>Taking an active role in leading people, with or without formal authority, to facilitate the effective running of the University.</i>	Undertaking Division/ Department/ Subject/ School/ University leadership roles and evidence of positive impact in role. Managing others to perform to their full potential (e.g., staff and students). Taking responsibility for creating an equitable and inclusive environment for all. Making an active and specific contribution to the implementation of the University strategy.

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
CL2 Leadership in the discipline <i>Developing the discipline within and outside the University through working with others to build relationships and enhance its profile.</i>	Impact on Division/ Department/ Subject/ School/ University initiatives that relate to the discipline, including selection committees. Significant role in professional associations, Research Councils and other funding bodies, editorial boards, external examinations, etc.

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
CL3 Collegiality <i>Building Authentic, Responsible and supportive relationships with colleagues to enable them to perform at their best.</i>	Active and supportive reviewer through the Performance and Development Review process. Coaching or Mentoring others either as part of a formal scheme or more informally with colleagues. Supporting others to perform to their full potential. Contributing to activities which support the wellbeing of others in the workplace.

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Professor Required Criteria

For all pathways, candidates should build a case to show how they meet the Required Criteria.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
CL4 Contribution to the University <i>Taking an Authentic and Responsible role in University activities and initiatives to improve the working environment and create an inclusive culture.</i>	Contributing to the creation of equality, diversity and inclusion at Loughborough University. Contributing to the University's aim to affect climate change and to become Net Zero. Contributing to programmes or interventions which ensure the health, safety and wellbeing of colleagues. Contributing to student recruitment through activities such as open/ offer days. Contributing to a vibrant community through specific initiatives that bring people together for a clear purpose such as away days.

View other Required Criteria for Professor promotions

- [RI1](#) ▶
- [RI2](#) ▶
- [RI3](#) ▶
- [RI4](#) ▶
- [ESE1](#) ▶
- [ESE2](#) ▶
- [ESE3](#) ▶
- [ESE4](#) ▶
- [CL1](#) ▶
- [CL2](#) ▶
- [CL3](#) ▶
- [CL4](#) ▶

Or select your pathway to see the options ▶

Promotion to Professor

Select one of the pathways below to be guided through the options to add two Additional Criteria and / or Additional Activities to meet the requirements for promotion to Professor.

1. General pathway



2. Research and
Innovation Focus
pathway



3. Education and
Student Experience
Focus pathway



You should have discussed and agreed which pathway is most appropriate for you with your Dean or delegated member of academic staff before proceeding.

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI1 Research Outputs</p> <p><i>Evidence of a sustained and continuing record of high-quality research, that is recognised internationally for its originality, significance and rigour. Clear forward plans for sustaining/ enhancing programmes of research.</i></p>	<p>Leading the development and production of open research outputs, for example, sharing data and code, sharing materials, technology, exhibitions of work and sharing digital outputs.</p> <p>Awards for research outputs.</p> <p>Leading strategies that aim to support the inclusion and contribution of underrepresented groups in research and innovation activities.</p> <p>Leading opportunities for unrepresented individuals to take up research and/or innovation posts at the University.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI2 Research and Innovation Funding</p> <p><i>Generate external research and/ or innovation income to fund original research that meets or exceeds the discipline norms. Record of successfully delivering research projects with support from external funding.</i></p>	<p>Helping others submit successful research funding applications (e.g., fellowship awards or assisting with grant submissions for early and mid-career researchers).</p> <p>Significant contributions towards recruiting and attracting external funding for doctoral researchers and early career researchers (e.g., Centre for Doctoral Training or Doctoral Training Partnerships or Collaborative Doctoral Award).</p> <p>Income from spin-out companies, innovation activities and/ or patents.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI3 Research Supervision</p> <p><i>Successful supervision of researchers leading to the successful delivery of projects.</i></p>	<p>Leading activities to support doctoral researchers/ research staff learning and development experiences at the University and/ or in other research contexts.</p> <p>Activities that seek to foster a collaborative team spirit and create a strong sense of community within a doctoral community.</p> <p>Mentor and/ or manage postdoctoral research researchers and other research related colleagues including supporting their employability.</p> <p>Providing and leading opportunities for unrepresented individuals to take up research and/or innovation posts at the University.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI4 Research and Innovation Esteem and Recognition <i>Significant recognition and influence within discipline area. Demonstrate significant and substantial influence within and beyond the University, with a strong focus on international esteem and recognition.</i></p>	<p>Chair or by invitation membership of grant funding panels.</p> <p>Chair or research advisory role for organisations, national networks, professional bodies, public bodies, parliamentary select committees, or similar.</p> <p>Prestigious awards, invitations, positions of responsibility within the external and internal research community.</p> <p>Leading the successful dissemination, nationally and internationally, of research findings.</p> <p>Invited visiting appointments in leading international institutions related to research and/ or innovation activities.</p> <p>Election to fellowship of national academies and professional societies.</p> <p>Provision of authentic and responsible advice based on research/ innovation leadership to external agencies.</p>

Additional Activity								Additional Criteria										
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE1 Education Practice</p> <p><i>Reflection on, and development of, education practice to ensure active learning among students.</i></p>	<p>Principal Fellowship of the HEA (PFHEA) required for Pathway 3 (Education and Student Experience)</p> <p>Leading the implementation of processes or policies for moderation, benchmarking, and quality control of teaching within the school/ department.</p> <p>Being a University Assessor.</p> <p>Winning a University teaching award e.g. Teaching Innovation Award (TIA), Inclusivity in Teaching TIA, STEMLab TIA, or similar award from another institution.</p> <p>Developing and leading innovative teaching practice in a national or international context.</p> <p>Developing and leading adventurous and creative inclusive teaching practice in a national or international context.</p> <p>Contributing to accreditation or benchmarking strategy nationally or internationally.</p> <p>External examiner for other universities' programmes.</p> <p>An excellent standard of teaching performance at different levels (e.g. undergraduate, postgraduate, CPD) which may involve use of innovative learning and assessment methods and delivery.</p>

Additional Activity									Additional Criteria									
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE2 Student Engagement</p> <p><i>Engaging students from all backgrounds and contributing toward their personal, academic and professional development.</i></p>	<p>Leading initiatives for active and responsive engagement with students through staff-student liaison committees (SSLCs) or other similar formal and direct means.</p> <p>Developing and implementing innovative and creative techniques, policy or processes for student engagement and tutoring.</p> <p>Leading national or international activities related to student experience, progression and/ or widening participation or similar.</p> <p>Leading collaborative education projects, either nationally or with international partners focused on student inclusion and/ or widening participation.</p> <p>A strategic leading role in enhancing student learning and leading the development of academic standards in institutional, and/or (inter)national settings.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE3 Curriculum Development</p> <p><i>Developing our educational offering to provide students with an education that is up-to-date, evidence-based, innovative, inclusive and effective.</i></p>	<p>Leading the development of a new/ restructured programme or degree and demonstrating significant impact and innovation.</p> <p>Being a role model for using the latest pedagogical research to inform module/ programme design and encouraging/ supporting colleagues in this.</p> <p>Leading engagement with external stakeholders in programme/ module development.</p> <p>Leading collaborative links with other universities, including setting up joint degree programmes.</p> <p>Taking a consistent and strategic leading role in cross-University multi-disciplinary teaching and learning initiatives.</p> <p>Leading strategic curriculum and/ or policy development within the university.</p>

Additional Activity								Additional Criteria										
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE4 Employability</p> <p><i>Ensuring our graduates are equipped and prepared for their life after tertiary education.</i></p>	<p>Leading the implementation and development of initiatives that demonstrate impact on student outcomes and employability.</p> <p>Developing and implementing initiatives that allow students to improve or broaden their skills to enable them to be successful in the workplace.</p> <p>Leading initiatives that demonstrate impact on student outcomes/ employability strategy and initiatives across university, or which change policy or practice.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>CL1 University Leadership</p> <p><i>Taking an active role in leading people, with or without formal authority, to facilitate the effective running of the University.</i></p>	<p>Leading the work of formal committees or working groups at School or University level with a positive/ impactful outcome.</p> <p>Leading School or University governance processes and strategic initiatives with a positive/ impactful outcome.</p> <p>Leading School and/ or University decision making and policy.</p> <p>A distinctive and sustained positive contribution to key University special projects groups.</p>

Additional Activity								Additional Criteria										
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>CL2 Leadership in the discipline</p> <p><i>Developing the discipline within and outside the University through working with others to build relationships and enhance its profile.</i></p>	<p>Developing new formal and ongoing institutional disciplinary or subject collaborations and partnerships</p> <p>Strengthening national and/ or international educational or research partnerships</p> <p>Establishing new formal and ongoing collaborations and engagement opportunities between students, staff and external organisations.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>CL3 Collegiality</p> <p><i>Building Authentic, Responsible and supportive relationships with colleagues to enable them to perform at their best.</i></p>	<p>Making a significant contribution in a leadership capacity in a formal role in a staff or student network or other similar formal group.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>CL4 Contribution to the University</p> <p><i>Taking an Authentic and Responsible role in University activities and initiatives to improve the working environment and create an inclusive culture.</i></p>	<p>Leading formal equity, diversity and inclusion (EDI) working groups and committees at any level within the University.</p> <p>Leading formal initiatives which contribute to health & well-being of the whole University population.</p> <p>Leading formal initiatives which contribute to environmental sustainability and/ or the University's aim to be net zero.</p> <p>Leading trade union work, or other similar supportive roles and making a positive and distinctive contribution in those roles</p> <p>Leading School or University outreach programmes to support widening participation.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI5 Engagement with External Organisations <i>Collaborating with relevant external stakeholders to address key issues and challenges facing society.</i></p>	<p>Developing meaningful mutually beneficial partnerships with important and relevant organisations, professions, businesses, alumni and higher education institutions, locally, regionally, nationally and internationally.</p> <p>Working creatively with others to create new knowledge, products, processes or services.</p> <p>Recruiting and attracting funding for KTPs and similar external enterprise funding.</p> <p>Membership of industry, school or governmental (local or national) advisory boards to facilitate responsible exchange of knowledge from academia into society.</p> <p>Collaborating with external partners leading to creation of new knowledge, insights, or change.</p> <p>Leading the involvement of the public, private and/ or third sector in the research process and increasing the relevance of research to society.</p> <p>Contributing to and creating short courses and training for members of a relevant professional institution.</p> <p>Awards, invitations, positions of responsibility within external organisations.</p>

Additional Activity	Additional Criteria
RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ ESE1 ▶ ESE2 ▶ ESE3 ▶ ESE4 ▶ CL1 ▶ CL2 ▶ CL3 ▶ CL4 ▶	RI5 ▶ RI6 ▶ RI7 ▶ RI8 ▶ RI9 ▶ ESE5 ▶ ESE6 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI6 Translation and Application of Knowledge</p> <p><i>Creative and adventurous application of knowledge to increase participation and effect change for the benefit of the broader community.</i></p>	<p>Impacting on changes to learning, understanding, behaviour or practice in culture, environment, industry, economy, society, government or sport and health.</p> <p>Impacting on matters at local, regional, national and international levels e.g., immigration, culture and heritage management, planning debates, climate change and other environmental issues, participation in sport/ physical activity for health improvement, education policy, traffic planning etc.</p> <p>Contributing to external impact of academic research, e.g., through patents or other intellectual property, charities, or other examples of innovation as appropriate for the discipline.</p> <p>Setting up and running a spin-out company or social enterprise.</p> <p>Creative activities that demonstrate a commitment to environmental sustainability in research /innovation and net zero omissions (e.g., paperless research, recycling/ repurposing equipment).</p> <p>Being awarded a government policy fellowship.</p>

Additional Activity	Additional Criteria
RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ ESE1 ▶ ESE2 ▶ ESE3 ▶ ESE4 ▶ CL1 ▶ CL2 ▶ CL3 ▶ CL4 ▶	RI5 ▶ RI6 ▶ RI7 ▶ RI8 ▶ RI9 ▶ ESE5 ▶ ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI7 Public Understanding</p> <p><i>Communicating externally using different media to create relevant opportunities for engagement and collaboration.</i></p>	<p>Delivering engagement through collaboration and co-creation with the wider community.</p> <p>Participating in high social-impact activities e.g., exhibitions, public debates, media appearances.</p> <p>Leading impactful and/ or high-profile public outreach activities.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>R18 Development of Research Strategy</p> <p><i>Substantial contributions to strategy setting, internally and/or externally.</i></p> <p><i>Contributions to ensuring the sustainability and continued success of a research community (e.g., centre, group, institute) within the University. A sustained record of making a positive contribution to the research development of others.</i></p>	<p>Leading research initiatives within the University, and which align with the University strategy.</p> <p>Leading a University research centre, group or institute.</p> <p>Leading internal and external activities that further develop the University strategy.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI9 Building Research/Innovation Capacity and Leadership <i>Evidence of building research and innovation capacity and reputation within the University, to ensure long-term research prospects of discipline area. Where relevant, evidence of supporting early career researchers and/ or project to thrive and become autonomous researchers.</i></p>	<p>Effectively leading School/ University research or innovation committees and working groups and demonstrate impact within these groups.</p>

Additional Activity										Additional Criteria								
RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	CL1 ▶	CL2 ▶	CL3 ▶	CL4 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶	RI9 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>ESE5 Scholarship of Teaching</p> <p><i>Engaging in scholarship of the theory and practice of education to develop and/or implement innovative and evidence-led approaches to teaching</i></p>	<p>Publishing textbooks, outputs in pedagogical/ education focused journals and similar sources for the discipline, that are recognised for significance. Output quality and visibility should be demonstrated by a range of evidence. Output quality evidence should include formal internal or external peer review which may include published book, creative work or exhibition reviews. Evidence of visibility might take the form of field-weighted citation data, outlet indicators (e.g., SNIP and open access status), exhibition attendance numbers or evidence of use in courses external to Loughborough.</p> <p>Research income for pedagogical research awarded via the University. Income (research and/or innovation) may include collaborative grants which involve Co-I as well as PI input. May include external competitively awarded or prestigious 'by invitation' fellowships, secondments and similar with a pedagogical focus.</p> <p>Esteem in national pedagogical research networks and collaborations.</p> <p>National and/or international awards and prizes for teaching practice or scholarship of teaching</p> <p>Leading collaborative pedagogical research initiatives nationally and internationally.</p> <p>Leadership and esteem in national pedagogical research networks and collaborations.</p> <p>Participation in and leadership of high-impact national and global educational programmes.</p>

Additional Activity	Additional Criteria
RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ ESE1 ▶ ESE2 ▶ ESE3 ▶ ESE4 ▶ CL1 ▶ CL2 ▶ CL3 ▶ CL4 ▶	RI5 ▶ RI6 ▶ RI7 ▶ RI8 ▶ RI9 ▶ ESE5 ▶ ESE6 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Professor Options for Pathway 1 (General)

Select three options from any of the Additional Activities and / or Additional Criteria shown below.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>ESE6 Building Pedagogical Research/Innovation Capacity, Policy and Leadership</p> <p><i>Evidence of building pedagogical research and innovation and leadership in education and student experience in the University and leadership in national and/ or international education agendas and policy.</i></p>	<p>Leading a pedagogical research group/ centre/ network or other pedagogy-focused multi-researcher enterprise.</p> <p>Providing intellectual leadership to build pedagogy research/ innovation capacity and collaborations, both internally and externally.</p> <p>Leading School/ University pedagogical research or education and student experience committees and working groups and demonstrating high-impact within these groups.</p> <p>High-level involvement with national or international bodies on education (e.g., AdvanceHE, Education Sector Advisory Group, HEFCE/ TEF, government consultation committees).</p>

Additional Activity	Additional Criteria
RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ ESE1 ▶ ESE2 ▶ ESE3 ▶ ESE4 ▶ CL1 ▶ CL2 ▶ CL3 ▶ CL4 ▶	RI5 ▶ RI6 ▶ RI7 ▶ RI8 ▶ RI9 ▶ ESE5 ▶ ESE6 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Professor Options for Pathway 2 (Research and Innovation)

RI9 defines additional Required Criteria for Pathway 2.

REQUIRED CRITERIA	ELEMENTS OF REQUIRED ACTIVITY
RI9 Building Research/Innovation Capacity and Leadership <i>Evidence of building research and innovation capacity and reputation within the University, to ensure long-term research prospects of discipline area. Where relevant, evidence of supporting early career researchers and/ or project to thrive and become autonomous researchers.</i>	Contributing and providing leadership of a research group/ centre/ network or other multi-researcher enterprise. Authentic and responsible mentoring and/ or managing postdoctoral researchers and other colleagues and development of activities to facilitate a strong collaborative research/ innovation community. Providing intellectual leadership to build research/ innovation capacity and collaborations, both internally and externally.

Req	Additional Activity	Additional Criteria
RI9 ▶	RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ RI9 ▶	RI5 ▶ RI6 ▶ RI7 ▶ RI8 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Professor Options for Pathway 2 (Research and Innovation)

Select two further options from Additional Activity in RI1-RI9 and / or Additional Criteria RI5-RI8.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI1 Research Outputs</p> <p><i>Evidence of a sustained and continuing record of high-quality research, that is recognised internationally for its originality, significance and rigour. Clear forward plans for sustaining/ enhancing programmes of research.</i></p>	<p>Leading the development and production of open research outputs, for example, sharing data and code, sharing materials, technology, exhibitions of work and sharing digital outputs.</p> <p>Awards for research outputs.</p> <p>Leading strategies that aim to support the inclusion and contribution of underrepresented groups in research and innovation activities.</p> <p>Leading opportunities for unrepresented individuals to take up research and/or innovation posts at the University.</p>

Req	Additional Activity					Additional Criteria			
RI9 ▶	RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI9 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Professor Options for Pathway 2 (Research and Innovation)

Select two further options from Additional Activity in RI1-RI9 and / or Additional Criteria RI5-RI8.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI2 Research and Innovation Funding</p> <p><i>Generate external research and/ or innovation income to fund original research that meets or exceeds the discipline norms. Record of successfully delivering research projects with support from external funding.</i></p>	<p>Helping others submit successful research funding applications (e.g., fellowship awards or assisting with grant submissions for early and mid-career researchers).</p> <p>Significant contributions towards recruiting and attracting external funding for doctoral researchers and early career researchers (e.g., Centre for Doctoral Training or Doctoral Training Partnerships or Collaborative Doctoral Award).</p> <p>Income from spin-out companies, innovation activities and/ or patents.</p>

Req	Additional Activity	Additional Criteria
RI9 ▶	RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ RI9 ▶	RI5 ▶ RI6 ▶ RI7 ▶ RI8 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Professor Options for Pathway 2 (Research and Innovation)

Select two further options from Additional Activity in RI1-RI9 and / or Additional Criteria RI5-RI8.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI3 Research Supervision</p> <p><i>Successful supervision of researchers leading to the successful delivery of projects.</i></p>	<p>Leading activities to support doctoral researchers/ research staff learning and development experiences at the University and/ or in other research contexts.</p> <p>Activities that seek to foster a collaborative team spirit and create a strong sense of community within a doctoral community.</p> <p>Mentor and/ or manage postdoctoral research researchers and other research related colleagues including supporting their employability.</p> <p>Providing and leading opportunities for unrepresented individuals to take up research and/or innovation posts at the University.</p>

Req	Additional Activity					Additional Criteria			
RI9 ▶	RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI9 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 2 (Research and Innovation)

Select two further options from Additional Activity in RI1-RI9 and / or Additional Criteria RI5-RI8.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>RI4 Research and Innovation Esteem and Recognition <i>Significant recognition and influence within discipline area. Demonstrate significant and substantial influence within and beyond the University, with a strong focus on international esteem and recognition.</i></p>	<p>Chair or by invitation membership of grant funding panels.</p> <p>Chair or research advisory role for organisations, national networks, professional bodies, public bodies, parliamentary select committees, or similar.</p> <p>Prestigious awards, invitations, positions of responsibility within the external and internal research community.</p> <p>Leading the successful dissemination, nationally and internationally, of research findings.</p> <p>Invited visiting appointments in leading international institutions related to research and/ or innovation activities.</p> <p>Election to fellowship of national academies and professional societies.</p> <p>Provision of authentic and responsible advice based on research/ innovation leadership to external agencies.</p>

Req	Additional Activity	Additional Criteria
RI9 ▶	RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ RI9 ▶	RI5 ▶ RI6 ▶ RI7 ▶ RI8 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 2 (Research and Innovation)

Select two further options from Additional Activity in RI1-RI9 and / or Additional Criteria RI5-RI8.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>R19 Building Research/Innovation Capacity and Leadership <i>Evidence of building research and innovation capacity and reputation within the University, to ensure long-term research prospects of discipline area. Where relevant, evidence of supporting early career researchers and/ or project to thrive and become autonomous researchers.</i></p>	<p>Effectively leading School/ University research or innovation committees and working groups and demonstrate impact within these groups.</p>

Req	Additional Activity	Additional Criteria
R19 ▶	R11 ▶ R12 ▶ R13 ▶ R14 ▶ R19 ▶	R15 ▶ R16 ▶ R17 ▶ R18 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 2 (Research and Innovation)

Select two further options from Additional Activity in RI1-RI9 and / or Additional Criteria RI5-RI8.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>R15 Engagement with External Organisations <i>Collaborating with relevant external stakeholders to address key issues and challenges facing society.</i></p>	<p>Developing meaningful mutually beneficial partnerships with important and relevant organisations, professions, businesses, alumni and higher education institutions, locally, regionally, nationally and internationally.</p> <p>Working creatively with others to create new knowledge, products, processes or services.</p> <p>Recruiting and attracting funding for KTPs and similar external enterprise funding.</p> <p>Membership of industry, school or governmental (local or national) advisory boards to facilitate responsible exchange of knowledge from academia into society.</p> <p>Collaborating with external partners leading to creation of new knowledge, insights, or change.</p> <p>Leading the involvement of the public, private and/ or third sector in the research process and increasing the relevance of research to society.</p> <p>Contributing to and creating short courses and training for members of a relevant professional institution.</p> <p>Awards, invitations, positions of responsibility within external organisations.</p>

Req	Additional Activity					Additional Criteria			
RI9 ▶	RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI9 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Professor Options for Pathway 2 (Research and Innovation)

Select two further options from Additional Activity in RI1-RI9 and / or Additional Criteria RI5-RI8.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI6 Translation and Application of Knowledge</p> <p><i>Creative and adventurous application of knowledge to increase participation and effect change for the benefit of the broader community.</i></p>	<p>Impacting on changes to learning, understanding, behaviour or practice in culture, environment, industry, economy, society, government or sport and health.</p> <p>Impacting on matters at local, regional, national and international levels e.g., immigration, culture and heritage management, planning debates, climate change and other environmental issues, participation in sport/ physical activity for health improvement, education policy, traffic planning etc.</p> <p>Contributing to external impact of academic research, e.g., through patents or other intellectual property, charities, or other examples of innovation as appropriate for the discipline.</p> <p>Setting up and running a spin-out company or social enterprise.</p> <p>Creative activities that demonstrate a commitment to environmental sustainability in research /innovation and net zero omissions (e.g., paperless research, recycling/ repurposing equipment).</p> <p>Being awarded a government policy fellowship.</p>

Req	Additional Activity					Additional Criteria			
RI9 ▶	RI1 ▶	RI2 ▶	RI3 ▶	RI4 ▶	RI9 ▶	RI5 ▶	RI6 ▶	RI7 ▶	RI8 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Professor Options for Pathway 2 (Research and Innovation)

Select two further options from Additional Activity in RI1-RI9 and / or Additional Criteria RI5-RI8.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>RI7 Public Understanding</p> <p><i>Communicating externally using different media to create relevant opportunities for engagement and collaboration.</i></p>	<p>Delivering engagement through collaboration and co-creation with the wider community.</p> <p>Participating in high social-impact activities e.g., exhibitions, public debates, media appearances.</p> <p>Leading impactful and/ or high-profile public outreach activities.</p>

Req	Additional Activity	Additional Criteria
RI9 ▶	RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ RI9 ▶	RI5 ▶ RI6 ▶ RI7 ▶ RI8 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 2 (Research and Innovation)

Select two further options from Additional Activity in RI1-RI9 and / or Additional Criteria RI5-RI8.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
RI8 Development of Research Strategy <i>Substantial contributions to strategy setting, internally and/or externally. Contributions to ensuring the sustainability and continued success of a research community (e.g., centre, group, institute) within the University. A sustained record of making a positive contribution to the research development of others.</i>	Leading research initiatives within the University, and which align with the University strategy. Leading a University research centre, group or institute. Leading internal and external activities that further develop the University strategy.

Req	Additional Activity	Additional Criteria
RI9 ▶	RI1 ▶ RI2 ▶ RI3 ▶ RI4 ▶ RI9 ▶	RI5 ▶ RI6 ▶ RI7 ▶ RI8 ▶

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶

Professor Options for Pathway 3 (Education & Student Experience)

Select three options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
ESE1 Education Practice <i>Reflection on, and development of, education practice to ensure active learning among students.</i>	<p>Principal Fellowship of the HEA (PFHEA) required for Pathway 3 (Education and Student Experience)</p> <p>Leading the implementation of processes or policies for moderation, benchmarking, and quality control of teaching within the school/ department.</p> <p>Being a University Assessor.</p> <p>Winning a University teaching award e.g. Teaching Innovation Award (TIA), Inclusivity in Teaching TIA, STEMLab TIA, or similar award from another institution.</p> <p>Developing and leading innovative teaching practice in a national or international context.</p> <p>Developing and leading adventurous and creative inclusive teaching practice in a national or international context.</p> <p>Contributing to accreditation or benchmarking strategy nationally or internationally.</p> <p>External examiner for other universities' programmes.</p> <p>An excellent standard of teaching performance at different levels (e.g. undergraduate, postgraduate, CPD) which may involve use of innovative learning and assessment methods and delivery.</p>

Additional Activity				Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶	

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 3 (Education & Student Experience)

Select three options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE2 Student Engagement</p> <p><i>Engaging students from all backgrounds and contributing toward their personal, academic and professional development.</i></p>	<p>Leading initiatives for active and responsive engagement with students through staff-student liaison committees (SSLCs) or other similar formal and direct means.</p> <p>Developing and implementing innovative and creative techniques, policy or processes for student engagement and tutoring.</p> <p>Leading national or international activities related to student experience, progression and/ or widening participation or similar.</p> <p>Leading collaborative education projects, either nationally or with international partners focused on student inclusion and/ or widening participation.</p> <p>A strategic leading role in enhancing student learning and leading the development of academic standards in institutional, and/or (inter)national settings.</p>

Additional Activity				Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶	

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 3 (Education & Student Experience)

Select three options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
ESE3 Curriculum Development <i>Developing our educational offering to provide students with an education that is up-to-date, evidence-based, innovative, inclusive and effective.</i>	Leading the development of a new/ restructured programme or degree and demonstrating significant impact and innovation. Being a role model for using the latest pedagogical research to inform module/ programme design and encouraging/ supporting colleagues in this. Leading engagement with external stakeholders in programme/ module development. Leading collaborative links with other universities, including setting up joint degree programmes. Taking a consistent and strategic leading role in cross-University multi-disciplinary teaching and learning initiatives. Leading strategic curriculum and/ or policy development within the university.

Additional Activity				Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶	

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 3 (Education & Student Experience)

Select three options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL ACTIVITY	EXAMPLES OF ADDITIONAL ACTIVITY
<p>ESE4 Employability</p> <p><i>Ensuring our graduates are equipped and prepared for their life after tertiary education.</i></p>	<p>Leading the implementation and development of initiatives that demonstrate impact on student outcomes and employability.</p> <p>Developing and implementing initiatives that allow students to improve or broaden their skills to enable them to be successful in the workplace.</p> <p>Leading initiatives that demonstrate impact on student outcomes/ employability strategy and initiatives across university, or which change policy or practice.</p>

Additional Activity			Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ▶

Professor Options for Pathway 3 (Education & Student Experience)

Select three options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
<p>ESE5 Scholarship of Teaching</p> <p><i>Engaging in scholarship of the theory and practice of education to develop and/or implement innovative and evidence-led approaches to teaching</i></p>	<p>Publishing textbooks, outputs in pedagogical/ education focused journals and similar sources for the discipline, that are recognised for significance. Output quality and visibility should be demonstrated by a range of evidence. Output quality evidence should include formal internal or external peer review which may include published book, creative work or exhibition reviews. Evidence of visibility might take the form of field-weighted citation data, outlet indicators (e.g., SNIP and open access status), exhibition attendance numbers or evidence of use in courses external to Loughborough.</p> <p>Research income for pedagogical research awarded via the University. Income (research and/or innovation) may include collaborative grants which involve Co-I as well as PI input. May include external competitively awarded or prestigious 'by invitation' fellowships, secondments and similar with a pedagogical focus.</p> <p>Esteem in national pedagogical research networks and collaborations.</p> <p>National and/or international awards and prizes for teaching practice or scholarship of teaching</p> <p>Leading collaborative pedagogical research initiatives nationally and internationally.</p> <p>Leadership and esteem in national pedagogical research networks and collaborations.</p> <p>Participation in and leadership of high-impact national and global educational programmes.</p>

Additional Activity				Additional Criteria		
ESE1 ►	ESE2 ►	ESE3 ►	ESE4 ►	ESE5 ►	ESE6 ►	

◀ Review the Required Criteria for all pathways

Or select your pathway to see the options ►

Professor Options for Pathway 3 (Education & Student Experience)

Select three options from Additional Activity in ESE1-ESE4 and / or Additional Criteria ESE5-ESE6.

ADDITIONAL CRITERIA	EXAMPLES OF ACTIVITY
ESE6 Building Pedagogical Research/Innovation Capacity, Policy and Leadership Evidence of building pedagogical research and innovation and leadership in education and student experience in the University and leadership in national and/ or international education agendas and policy.	Leading a pedagogical research group/ centre/ network or other pedagogy-focused multi-researcher enterprise. Providing intellectual leadership to build pedagogy research/ innovation capacity and collaborations, both internally and externally. Leading School/ University pedagogical research or education and student experience committees and working groups and demonstrating high-impact within these groups. High-level involvement with national or international bodies on education (e.g., AdvanceHE, Education Sector Advisory Group, HEFCE/ TEF, government consultation committees).

Additional Activity				Additional Criteria		
ESE1 ▶	ESE2 ▶	ESE3 ▶	ESE4 ▶	ESE5 ▶	ESE6 ▶	

◀ [Review the Required Criteria for all pathways](#)

[Or select your pathway to see the options](#) ▶



THE END