

## Example 1: E&S lecturer applying for promotion to E&S Senior Lecturer

### SUMMARY OF ASSESSMENT/FEEDBACK

**Guidance:** Please use the table below to a self assessed summary of your level of achievement in each sub category. Use Section 3 to explain your self assessment and provide the supporting evidence. Please only fill in the applicant column. Further guidance is available on the [Exeter Academic website](#).

<b>Research</b>		
	<b>Applicant self assessment</b>	<b>Department Assessment</b>
R1: Research Excellence	Not Applicable	Choose an item.
R2: Research Funding Portfolio	Not Applicable	Choose an item.
R3: Research Leadership	Lecturer	Agree
R4: Research practice and culture	Not Applicable	Choose an item.
R5: Research standing and reputation	Not Applicable	Choose an item.
<b>Education</b>		
E1: Assessment and student outcomes on taught modules	Senior Lecturer	Agree
E2: Academic Support and Guidance	Senior Lecturer	Mostly Agree
E3: Teaching and learning opportunities and curriculum development	Senior Lecturer	Mostly Agree
<b>Business Engagement and Innovation</b>		
BEI 1: Commercial	Not Applicable	Choose an item.
BEI 2: Impact and Partnership working	Not Applicable	Choose an item.
BEI 3: Civic involvement and public engagement	Not Applicable	Choose an item.
<b>Leadership and Management</b>		
	Lecturer	Agree
<b>Citizenship</b>		
	Senior Lecturer	Agree

### Comments from Department Assessment – use this text box to further explain the summary assessment above

R3: Candidate is co-supervisor for two PhD students

E1: A strong set of evidence against each criterion with evidence for sustained delivery over a number of years. Notable innovation in education evidenced through publication and external speaking

E2: The work carried out on student support is at programme level but the evidence for success in the role is not strong and the scale of the work is limited. The case would be strengthened by clear demonstration of success in a wider role or in several different roles of this nature.

E3: The candidate slightly under-estimates their achievements here so my assessment is verging on AP level in this sub-category. This is an impressive set of evidence demonstrating really excellent curriculum development over a sustained period, and including establishment of a new PGT programme that is already recruiting significant numbers of international students.

L&M: This candidate has contributed appropriately and successfully at Lecturer level but if promoted would need to raise their level of responsibility and influence.

C: This candidate makes a notable contribution to the department and is almost always at departmental events and occasions including graduation, open days etc., as well as being ready to step in at short notice to cover unexpected needs.

### Faculty Panel Assessment decision and feedback- please complete this section as the information in this box will be fed back to the applicant.

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<b>University panel decision and feedback (AP/P only)</b>		
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Promotion awarded	<input type="checkbox"/> Approve	<input type="checkbox"/> Not approved
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## Example 2: E&R Senior Lecturer applying for Associate Professor

### SUMMARY OF ASSESSMENT/FEEDBACK

**Guidance:** Please use the table below to a self assessed summary of your level of achievement in each sub category. Use Section 3 to explain your self assessment and provide the supporting evidence. Please only fill in the applicant column. Further guidance is available on the [Exeter Academic website](#).

<b>Research</b>		
	<b>Applicant self assessment</b>	<b>Department Assessment</b>
R1: Research Excellence	Associate Professor	Agree
R2: Research Funding Portfolio	Associate Professor	Mostly Agree
R3: Research Leadership	Associate Professor	Mostly Agree
R4: Research practice and culture	Associate Professor	Agree
R5: Research standing and reputation	Associate Professor	Mostly Agree
<b>Education</b>		
E1: Assessment and student outcomes on taught modules	Associate Professor	Agree
E2: Academic Support and Guidance	Senior Lecturer	Agree
E3: Teaching and learning opportunities and curriculum development	Senior Lecturer	Agree
<b>Business Engagement and Innovation</b>		
BEI 1: Commercial	Choose an item.	Choose an item.
BEI 2: Impact and Partnership working	Choose an item.	Choose an item.
BEI 3: Civic involvement and public engagement	Senior Lecturer	Agree
<b>Leadership and Management</b>		
	Associate Professor	Disagree
<b>Citizenship</b>		
	Associate Professor	Agree

### Comments from Department Assessment – use this text box to further explain the summary assessment above

R1: Strong track record of outputs, with a notable increase in the quality of outputs since promotion to Senior lecturer.

R2: Demonstrably exceeds criteria – achievement is certainly at or close to AP level. The self assessment slightly under-rates achievements her as they are achieving almost double the departmental research income per FTE over the last three years.

R3: Evidence of research supervision to completion but research supervision is relatively short so harder to evidence sustained performance at AP level.

R5: The candidate receives invitations and participates in external conferences, but has not led very many external events and is not strongly engaged with funding bodies through e.g. peer review of grants.

E1: Strong evidence of achievement at this level. Notably, and despite funded research commitments, the candidate played a major role in developing assessment strategy and policy for the department, which led to an improvement in NSS evaluations.

E2: Strong personal track record of student support evidenced, and wider departmental role linked to guidance on assessment and feedback.

E3: Good evidence of consistent quality in module development and delivery including participation in global challenges.

BEI3: Good examples of media and public engagement.

L&M: The self assessment over-states the case and performance is at SL level in this sub-category. The candidate has undertaken relatively minor roles in the department but has shown good mentorship, particularly of their research team.

Citizenship: The candidate is an active member of the department and clearly committed to the success of colleagues and the University. They are active in a number of cross faculty groups and have contributed to the work of the University group on xxxx.

**Faculty Panel Assessment decision and feedback-** please complete this section as the information in this box will be fed back to the applicant.

**University panel decision and feedback (AP/P only)**

Promotion awarded

Approve

Not approved

### Example 3: Research Fellow applying for Senior Research Fellow

#### SUMMARY OF ASSESSMENT/FEEDBACK

**Guidance:** Please use the table below to a self assessed summary of your level of achievement in each sub category. Use Section 3 to explain your self assessment and provide the supporting evidence. Please only fill in the applicant column. Further guidance is available on the [Exeter Academic website](#).

<b>Research</b>		
	<b>Applicant self assessment</b>	<b>Department Assessment</b>
R1: Research Excellence	Senior Research Fellow	Agree
R2: Research Funding Portfolio	Senior Research Fellow	Agree
R3: Research Leadership	Senior Research Fellow	Agree
R4: Research practice and culture	Senior Research Fellow	Agree
R5: Research standing and reputation	Senior Research Fellow	Mostly Agree
<b>Education</b>		
E1: Assessment and student outcomes on taught modules	Research Fellow	Agree
E2: Academic Support and Guidance	Choose an item.	Choose an item.
E3: Teaching and learning opportunities and curriculum development	Choose an item.	Choose an item.
<b>Business Engagement and Innovation</b>		
BEI 1: Commercial	Choose an item.	Choose an item.
BEI 2: Impact and Partnership working	Choose an item.	Choose an item.
BEI 3: Civic involvement and public engagement	Research Fellow	Agree
<b>Leadership and Management</b>		
	Senior Research Fellow	Mostly Agree
<b>Citizenship</b>		
	Senior Research Fellow	Agree

#### Comments from Department Assessment – use this text box to further explain the summary assessment above

R1: The candidate has now led on a series of high quality outputs, showing the development of world-leading research in their own right.

R2: The award of the individual fellowship is clear evidence of their ability to generate funding for their research, plus their participation in several large grant applications shows they are in demand as a contributor to large inter-disciplinary projects.

R3: They have now been appointed as lead researcher on two significant projects and are establishing themselves as an independent research lead through their fellowship award. They have been a key supervisor for three PhD students.

R4: Notable contribution to research practice and culture in the department as ECR lead on open research practice.

R5: Insufficient evidence. Has not yet been very active externally nor demonstrated external recognition at this level.

E1: has contributed to teaching and jointly led a module that received good student feedback

BEI3: Has contributed to media and delivered talks to local community events

L&M: Overstates their contribution here and performance is solidly at research fellow level. Has helped with organisation of seminars within their research group but needs to develop wider roles in the department to achieve SF level.

Citizenship: A very active member of the research community. Despite being primarily employed on research grants and now a fellowship, the candidate has regularly participated in a range of departmental activities, including open days and other student-facing events.

**Faculty Panel Assessment decision and feedback-** please complete this section as the information in this box will be fed back to the applicant.

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**University panel decision and feedback (AP/P only)**

Promotion awarded	<input type="checkbox"/> Approve	<input type="checkbox"/> Not approved
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