



J.E. Cairnes School of Business & Economics: Progression Norms from Lecturer below the bar to above the bar			
Lecturer Type		Type B	Type A
Typical %			
Teaching Research Contribution ¹		40 40 20	60 20 20
Teaching			
	Indicative % ²	40%	60%
	Indicative Teaching Hours ³	96	144
	Croke Park Hours	24	
	Course Outlines	All modules use approved School-templated course outlines	
	Policy Compliance	Full compliance with relevant processes and policies, including 100% module evaluations and student feedback, and module marks returned on time	
		On the whole:	
		Provides a high standard of student-focused committed, engaged teaching to students across a range of programmes	
		Continually reviews the content of, and approaches to courses taught; and contributes to programme development	
		Is competent in teaching student groups of various sizes and at different levels	
		Is competent and consistent in setting and organising/co-ordinating the marking of assessments and examinations	
		Demonstrates strong enthusiasm for their subject area and a high level of up to date relevant knowledge and expertise	
Research			
	Indicative %	40%	20%
	Research Profile	Maintains a current and complete CRIS profile	
	Maintenance of Scholarly Standing	≥ 1 conference or appropriate relevant gathering annually	≥ 1 conference or appropriate relevant gathering over 2 years
	Output	Quality peer-reviewed publications and other outputs as appropriate in the expertise area/discipline for Lecturer type B. Output of ≥ 3 quality peer-reviewed publications over 5 years (pro rata), balanced against teaching and administration/management responsibility and contribution.	Quality peer-reviewed publications and other outputs as appropriate in the expertise area/discipline for Lecturer type A. Output of ≥ 1 peer-reviewed publication and 1 other publication over 5 years, pro rata, balanced against teaching and administration/management responsibility and contribution
	PhD/Research Plan	PhD submitted, or about to be submitted within 3 months of the date of application. Research plan agreed with Head of Discipline and progressing accordingly. Where relevant, a professional equivalent to a PhD pertains	PhD in progress and/or research plan agreed with Head of Discipline and progressing accordingly. Where relevant, a professional equivalent to a PhD pertains
		On the whole:	
		Conducts high quality research aligned with School strategic objectives, including new, emerging, and high-potential research areas	
		Publishes research and presents research at conferences	
		Builds collaborative research links and networks	
		Is cognisant of developments in the relevant area(s) of the international research community	
		Engages as relevant with enterprise, policy, and/or wider civil society communities, to inform research and deliver relevant impacts	
Contribution			
	Indicative %	20%	20%
	Role of Responsibility	Contribution in a role, demonstrating leadership potential, with clear evidence of attributable achievements	
		On the whole:	
		Actively builds strong networks and collaborative academic/professional links (internal and/or external)	
		Participates in cross-discipline working groups	
		Actively builds positive working relationships with others	
		Demonstrates efficacy in defined administrative/organisational roles and tasks	
		Is collegiate, and prioritises the strategy of the School and University	
Notes			
Note 1	Norm Variability	Norms are typical but not absolute: variation may occur between individuals and/or discipline, or for an individual from year to year. Normative indicators may be different to reflect the rationale for particular posts or the job description related to contracts of employment. School norms may be updated from time to time to reflect the profile of successful applications as the School evolves.	
Note 2	Dynamism	With the agreement of HoS and the individual, from time to time the overall norm for an individual may change to accommodate periodic strategic or operational need. Initiated by and with the agreement of HoS, a role of responsibility of strategic significance may offset some teaching, with lower bound teaching norms at 30% Type B, and 50% Type A. Titled roles of responsibility are appointed by the HoS or nominee	
Note 3	Teaching Hours	Teaching hours describe time in classroom contact, online teaching and moderation, research student supervision, and other student contact time involving teaching, such as teaching on field trips	
Note 4	Research Output	Completed monograph PhD normally = 1 peer-reviewed publication or as appropriate in area of expertise of discipline. Typically, lecturers may have other outputs: other publications may include peer-reviewed conference papers, commissioned reports, reports/articles for professional bodies/practice, edited books, edited collected papers and other editorials.	