

DRAFT School of Law Norms for Progression to Lecturer above the Bar (Lecturer A and Lecturer B)

Procedure for Progression from Lecturer (below bar) to Lecturer (above bar) AMT/16/A3/3.4. "The 'Competency Framework for Lecturer Roles' is a description of expected behaviours and the School norms are quantitative measures of output. The competency framework behaviours must be demonstrated in conjunction with the School norms to successfully progress to Lecturer above the Bar. A successful performance will normally be defined as having met or exceeded the School norm for each criterion over the past three years." (*Caroline Loughnane, Academic Secretary May 2016*). Please note that due consideration will be given to a higher contribution in one area against a lower contribution in another area over time. The criteria outlined below will be applied to those working reduced hours on a pro-rata basis. The examples provided below are not intended to be exhaustive. School norms will be benchmarked externally.

Lecturer B		Lecturer A (<i>none exist in the School at present</i>)		
		Lecturer A – Option 1	Lecturer A – Option 2	Lecturer A – Option 3
Learning, Teaching and Assessment*	40% 174 hours per annum teaching hours/student contact (which equates to 7.25 hour per week, per semester)	50% 217.5 hours per annum teaching hours / student contact (9 hours per week, per semester)	60% 261 hours per annum teaching hours / student contact (10.87 hours per week, per semester)	50% 217.5 hours per annum teaching hours / student contact (9 hours per week, per semester)
Research and Scholarly Standing**	40% A minimum of 3 peer-reviewed publications and 3 other publications in a 36-month period or the equivalent thereof which is balanced against teaching and administration/ management responsibility and contribution. Refer to approved School Research Norm on Law School Manual https://academic.intranet.nuigalway.ie/law/lawmanual/SitePages/Our%20Practices,%20Plans%20and%20Procedures.aspx			10% 1 peer-review publication and 1 other publication in a 36-month period or the equivalent thereof which is balanced against teaching and administration/ management responsibility and contribution
Contribution***	20% 87 hours per annum administration, contribution, service, management	50% 217.5 hour per annum administration, contribution, service, management.	40% 174 hours per annum administration, contribution, service, management.	40% 174 hours per annum administration, contribution, service, management.

***Learning, Teaching and Assessment**

The University has established a norm of 174 hours p.a., some years ago as part of the Croke Park Agreement. (*Caroline Loughnane, Academic Secretary June 2016*). Research-led teaching/tutorials.PhD supervision.LLM thesis supervision.Special events involving students eg field trips, moot court mentoring etc.PG cert in teaching and learning completed.Full participation in student surveys.Compliance with all University and School processes and procedures (including examination requirements).

****Research and Scholarly Standing**

This minimum standard aligns with the Institutional Review of Research Performance commencing for Law in 2016-2017. Ranking of research into categories (A, B, C) will be used as an internal reference guide (refer to Addendum by Prof. Ray Murphy) which will be reviewed over time. Other publications' to include non-refereed: commissioned reports, edited collections, edited books etc. (in cases where such outputs are refereed they can be counted as refereed publications). A monograph can be the equivalent of three peer-reviewed publications. Delivery of an academic conference paper is counted towards '3 other publications'. Doing a PhD does not absolve a staff member from this research requirement/norm but a completed PhD will be recognised in PMDS for that year and will count as 1 peer-reviewed publication once viva completed, (Note: this will not be counted for the purpose of the Institutional Review of Research Performance). Cannot double-count research contribution e.g. conference paper cannot be subsequently counted as a peer-reviewed publication unless the publication has changed significantly from its earlier version. Number/value of research bids. Keeps IRIS profile updated.

*****Contribution**

Internal and External Contribution
INTERNAL:- School Committees.School Roles.University Roles/Committees.School Co-ordinator (e.g. H&S/VDU/Fire/Buildings, Lunchtime Research Seminar, Firms Career Week, CÉIM, Plagiarism, Moot, Erasmus, Summer School, Clinical Placement, Internships, School Visits).Attendance at School Promotional/Marketing Events.Student Orientation / Induction.EXTERNAL:- membership of leading advisory bodies e.g. IHREC, Law Reform Commission; community outreach/engagement- e.g. giving legal advice/support to NGOs, giving evidence to parliamentary committees).