

SCHOOL OF NATURAL SCIENCES
SCHOOL NORM for LBB PROGRESSION TO LAB (Lecturer Contract B)

Teaching, Learning & Assessment (based on ~40% activity):

	Metric	Note
Courses delivered	At least 10 ECTS per year	Equivalent hours should there be shared teaching. This should include teaching in BSc and MSc/PhD courses (where applicable)
Tutorials		As required for support of courses delivered
PhD students OR MSc students	At least 1 <u>OR</u> At least 2 per year	Minimum of 1 PhD student supervised and progressing annually Minimum number
Undergraduate project supervision or equivalent	At least 2 per year	Minimum number
Examinations and assessment		Timely setting of exam questions, setting of appropriate examination questions at required level. Satisfactory grading of examinations and other assessments. Attending seminars as required. Acting as PhD thesis examiner.
Coordination of modules	At least 1 5ECTS module per year	Compiling papers, results. Dealing with External Examiners. Responding to re-check/appeals regarding module as required. Organising review of the module.
Evaluation of teaching		Evidence of seeking feedback on teaching and acting on feedback from students/peers. Evidence of seeking to improve teaching through, for example, attendance of CELT seminars and/or conferences, participation in CELT modules.

Research (based on 40% activity):

Research	Metric	Note
Published articles in peer reviewed journals per annum	At least 1	Original research publications as senior author
Quality of publications	1	Evidence of submitting papers, as senior author, to highly ranked journals in the relevant field of research (e.g. IF >5 or top 10% of ranked journals in subject area or journals of the leading learned societies relevant to subject area or other justified indicator of esteem)
Reviewing of articles	3 per year	Evidence of having reviewed articles in highly ranked journals.
Applications for research funding	At least 1 per year	Evidence for funding requested as PI sufficient to support at least one PhD student (or the PI portion sufficient to support one PhD student in the case of multi-PI applications)
Conference contributions	At least 1 per year	Evidence of presentations at leading national and/or international meetings as senior author/presenter. Evidence of supporting research activity of students through co-authorship.

Contribution (based on 20% activity):

Contribution	Norm
Attendance and constructive contribution to School Meetings & various committees; attendance and representation at exam board meetings, College of Science meetings etc	Expected
Contribution to open days and other promotional and outreach activities as requested	Expected
Contribution to advisory sessions	Expected
Writing references for students as requested	Expected
Significant sustained contribution evident to at least one major College Committee or University Committee or External Committee	Expected