

## School of Physics

### Norms for Progression to Lecturer Above the Bar

Progression is regulated by the University policy as described in the document “**Procedure for Progression from Lecturer (below bar) to Lecturer (above bar)**”, where it is stated that

- 4.2 *A successful performance will normally be defined as having met or exceeded the School/discipline norm for each criterion over the past three years. School/discipline norms should be clearly documented for Lecturers holding both Contracts A and B, where relevant, and should reflect the difference in workload emphasis in those contracts.*

This document gives the criteria that will be applied in the School of Physics

#### School Workload Norms

The following are the School workload norms:

<b>Profile</b>	<b>Research</b>	<b>Teaching</b>	<b>Contribution</b>
<b>Research/Teaching</b>	<b>40%</b>	<b>40%</b>	<b>20%</b>
<b>Teaching/Research</b>	<b>20%</b>	<b>60%</b>	<b>20%</b>
<b>Head of School</b>	<b>30%</b>	<b>20%</b>	<b>50%</b>

Research/Teaching Profile: Research and/or Teaching may be reduced by up to 10%, with a corresponding increase in other categories.

Teaching/Research Profile: Research may be reduced by up to 10% with a corresponding increase in other categories.

Minimum lecturing load for all staff: 2.5 ECTS modules per year.

Maximum lecturing load for all staff: 4.5 ECTS modules per year.

Minimum demonstrating load for all staff : 2 hours / week.

Lecturers below the bar with Contract B will be assigned to the Research/Teaching profile at the commencement of their employment. During the probationary period, the minimum teaching load will apply: two modules per year.

## Progression Criteria (Lecturer Contract B)

The following **typical standards** will apply in order to be rated as Satisfactory.

### 1. Learning, Teaching & Assessment

- a. Teach three modules (equivalent to 5 ECTS) per year and coordinate one of them.
- b. Offer at least three final year projects or practicals per year.
- c. Complete one module in the Postgraduate Certificate in Teaching & Learning run by CELT.

### 2. Research and Scholarly Standing

- a. Author on at least **three** internationally recognised peer-reviewed original research publications in the last three years.
- b. At least **two** of the following in the last three years:
  - i. Make one grant application (funding sufficient to allow recruitment of a PhD student) or application for research infrastructure.
  - ii. Supervise or co-supervise one PhD or supervise one Masters by research.
  - iii. Present original work at a conference or research seminar.
  - iv. Supervise one postdoctoral researcher.
  - v. Contribute to or membership of a national or international scholarly organisation.

### 3. Contribution to School, University and Community

A satisfactory level of contribution will come from participation in some of the following activities

- a. Participate in Open Days and other promotional activities.
- b. Participate in School outreach activities.
- c. Assist in the organisation of seminars and conferences.
- d. Contribute through membership of a School committee or a Graduate Research Committee for at least one year.
- e. Professional contributions, such as refereeing/reviewing papers.
- f. Act as internal / external examiner for at least one PhD thesis.
- g. Membership of a College or University Committee