

School of Political Science and Sociology
School Norms as Guidelines for Progression from
Lecturer BB to Lecturer ABB.*

School norms (workplace behavior that is understood as 'typical', 'standard' or 'average') are based on the University AAP profile for academic staff (60/20/20 for Lecturer A and 40/40/20 for Lecturer B), agreed workload norms/average standard for research, teaching and contribution while recognizing the dynamic and diverse roles of staff over a designated time period. Competency frameworks that are attached to each grade of staff, as per unique job descriptions can be utilized in modulating expectations. Using School norms as a general guide, an annual workload meeting is held with the Head of School and each member of staff to make appropriate workload adjustments across the three areas of teaching, research and contribution, in line with staff grade, individual and School/University commitments. While the School norms are indicative and general, workload norms may vary given different projects and commitments over a period of time.

General School Norms for Lecturer A (60/20/20)

1. Learning, Teaching & Assessment: Maximum of 15 student contact hours per week
2. Research and Scholarly Standing: undertake appropriate developmental education/research in curriculum or course areas related to professional expertise.
3. Contribution to School, University and Community: On confirmation in post, all Staff are expected to rotate into School undergraduate programme co-ordinatorship, undergraduate and post-graduate programme directorship, School Committee Chairs and School Executive Committee positions.

General School Norms for Lecturer B (40/40/20)

1. Learning, Teaching & Assessment: Maximum of 7 student contact hours per week

2. Research and Scholarly Standing: publications – minimum of 3 peer reviewed articles or 3 policy reports or 1 monograph over a five year period or any combination of same; demonstration of active planning or involvement in grant application activity. For example staff endeavour to either apply as individuals or collaborate with peers in identifying and making research/teaching/education/development and training or other relevant grant applications over any five year period; postgraduate supervision - all eligible staff are expected to be involved in the supervision of postgraduate students (for example 1-2 PhD students and/or 2-3 MA students per annum and/or placement supervision).

3. Contribution to School, University and Community: On confirmation in post, all Staff are expected to rotate into School undergraduate programme co-ordinatorship, undergraduate and post-graduate programme directorship, research cluster leadership, School Committee Chairs and School Executive Committee positions.

* I advise that in utilizing the data from each School, that Academic Activity norms be developed further at College level and as part of a consultative working group with appropriate expertise on workloads, competency frameworks and bench marking by grade. I also advise that the terminology be altered as a matter of urgency – ‘above’ and ‘below the bar’ has no place in the lexicon of a progressive University.

Dr Anne Byrne, HOS 4th July 2016