



UNIVERSITY OF  
LINCOLN

# Academic Role Profiles

**Activity Summary**

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# Introduction

At the University of Lincoln all academics (up to Associate Professor) have the same contractual obligations. Within this contract two pathways exists – Teaching and Research (TR), and Teaching, Scholarship and Professional Practice (TSPP), further details of which can be located in the associated document ‘Achieving the University’s Ambitions – Work and Activities at the University of Lincoln’ . These role profiles allow an increased focus on specific areas of activity for individuals to ensure we achieve our strategic aims as a university. Both the TR and TSPP role profiles are expected to deliver excellent teaching and assessment and contribute to our outstanding student experience, and to carry out citizenship and administrative activities.

The TSPP role profile has been developed for individuals who have a focus on scholarship and/or professional practice, alongside their

teaching. The TR role profile has been developed for individuals who have a focus on research alongside their teaching. Both profiles have the same promotion opportunities but with different criteria and output expectations. Outputs and activities within the role profiles are very varied. This document provides guidance on the different activities colleagues will be involved in, all of which should result in quality outputs. These lists are not exhaustive, and within specific subjects there may be variation.

Level and impact of activity will also vary but would be expected to align with seniority of role – for example an Associate Professor would be expected to carry out activities which impact at national and international context for some areas, and a Professor should be involved in international leadership and a strong international profile.



# Teaching

## Both role profiles

Teaching and assessment activities take place at undergraduate and postgraduate level (taught and research). All staff are expected to keep up to date with developments in their teaching and should have, or be working towards, a teaching qualification/HEA status.



**Typical activities will include but will vary depending on requirements in any one year:**

1. Preparation and delivery of teaching sessions
2. General support of students academically
3. Personal tutoring
4. Teaching leadership roles – e.g. Programme Leadership, Module co-ordination, Digital lead, Student Engagement Lead, Senior Tutor
5. Identifying new programme opportunities
6. Designing curricula and assessment strategies
7. Contribution to, or leadership of, a continuous cycle of quality assurance and review of teaching and assessment (annual monitoring, NSS action plans, PSRB processes, (re) validation etc)
8. Collecting and analysing feedback from students
9. Management of the teaching environment
10. Student engagement activities, contribution to “school life”
11. Designing and implementing assessments including marking and quality assurance processes
12. Implementing innovation in teaching and assessment, and sharing ideas/outcomes across the university and beyond
13. Use of technology to support teaching and assessment
14. Peer review of teaching (both as reviewer and reviewee) and contribution to university processes e.g. validation panels
15. Mentoring of others
16. External examining or review of others provision
17. Student recruitment processes e.g. advising applicants, open or applicant days, school visits
18. Study group link tutor
19. Workplace teaching support
20. Employer engagement



# Citizenship

## Both role profiles

All academics are expected to contribute to the development of the University and its civic mission. Activities are very diverse in this category but include examples such as:

1. Volunteering in the community
2. Give back days
3. Roles such as school governor
4. Involvement with cultural activities
5. Work with community groups
6. Outreach work with students



# Scholarship

## Staff on TSPP with a focus on Scholarship

**Scholarship is any process of intentional enquiry and exploration of new knowledge – “looking for connections, building bridges between theory and practice and communicating knowledge” (Boyer 1990). Scholarship can be related to your discipline, the development of knowledge in your discipline or the teaching of your discipline (scholarship of teaching and learning).**

**Scholarly activities are therefore wide and varied and may include the following:**

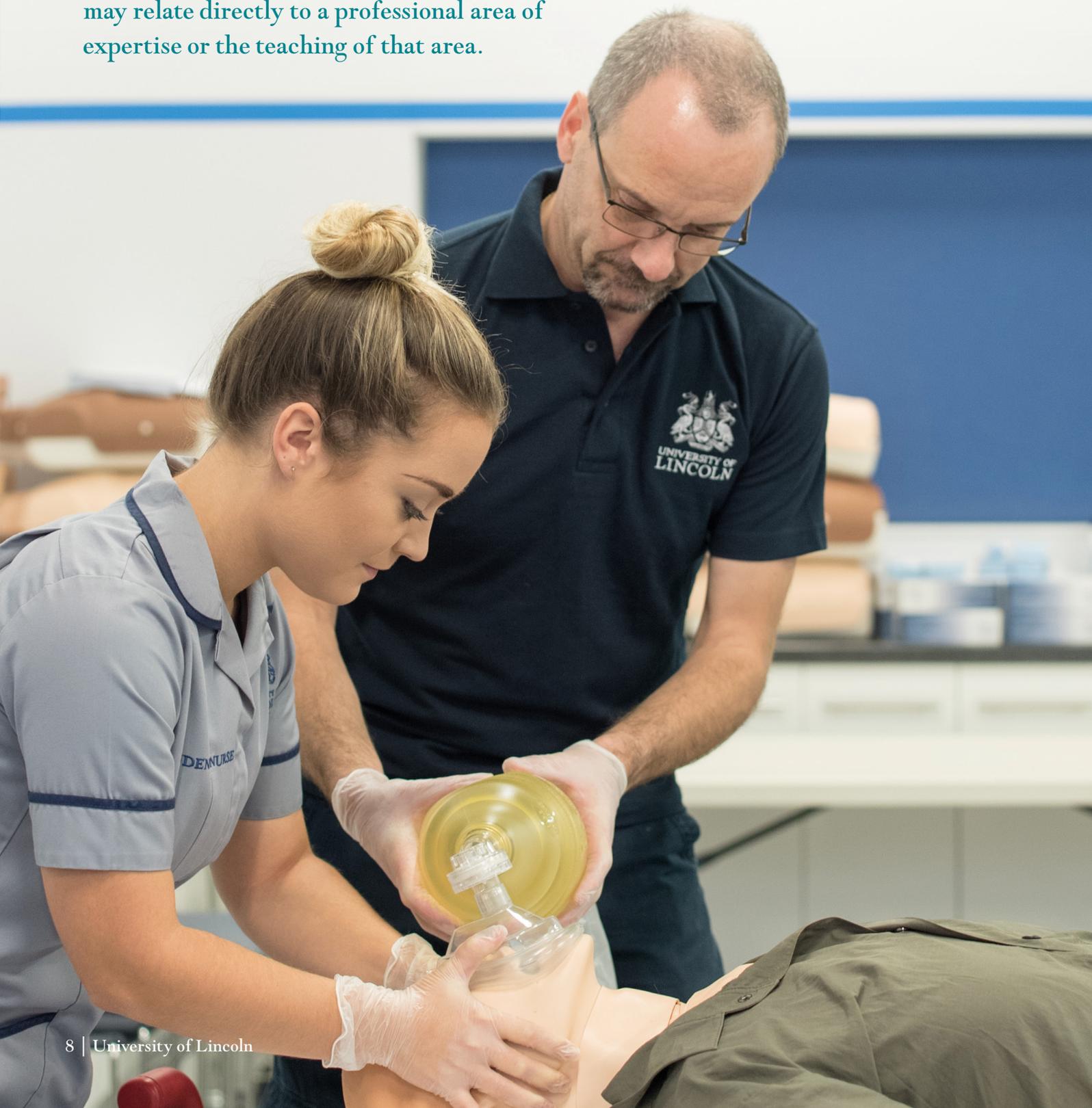
1. Exploring and expanding individual’s disciplinary context and thinking including the production of relevant outputs
2. Conducting consultancy
3. Bidding for and delivering educational contracts
4. Contributing to the development of teaching and learning within higher education through debate, evaluation processes and various outputs (scholarship of teaching and learning)
5. Scholarly outputs resulting from teaching leadership roles e.g. promotion of specific approaches or teaching material
6. Developing leadership in student engagement or digital education
7. Advisory roles
8. Contributing to national/international policy e.g. around teaching and learning or specifically related to the individual’s own discipline
9. Creating various outputs e.g. publications, books, text books, blogs etc
10. Promoting a discipline or the teaching and learning of a discipline
11. Engagement with external stakeholders
12. Honorary or editorial roles
13. Keynote speaking/delivering papers at conferences
14. Peer reviewing
15. Roles in disciplinary societies



# Professional Practice

## Staff on TSPP with a focus on Professional Practice

Professional practice activities are also very varied and ensure our teaching is up to date and engages employers and other stakeholders heavily. Professional practice may relate directly to a professional area of expertise or the teaching of that area.



**Professional practice activities may include the following:**

1. Working alongside professionals in your discipline/industry/sector in order to maintain and develop expertise
2. Leading practice in employer engagement and/or career planning for students
3. Conducting consultancy/KTPs in relevant industries
4. Bidding for and delivering tenders and/or educational contracts
5. Evaluation activities
6. Exhibitions and performances
7. The translation of new techniques
8. Development of policy or new approaches to a relevant industry/sector
9. Advisory roles for relevant industries/sectors
10. Contributing to national/international policy
11. Writing various outputs e.g. publications, books, online etc
12. Promoting an area of professional practice or the teaching and learning of an area/profession
13. Engagement with external stakeholders
14. Honorary or editorial roles
15. Keynote speaking/delivering papers at conferences
16. Peer reviewing
17. Roles in professional societies
18. Working with TR colleagues to support impact of research
19. Contributing to innovation in the discipline



# Research

## Staff on TR



Research activity is defined by national REF assessment criteria.

### Research activities may include the following:

1. Making original, significant and rigorous contributions to knowledge
2. Publishing research outputs of internationally significant quality
3. Producing other research outputs for publication and dissemination
4. Generation and analysis of data through research and discovery
5. Writing, submitting, securing and delivering research grants
6. Supervision of research students
7. Generating research impact and developing Impact case studies
8. Knowledge transfer activity e.g. contributing to national/international policy
9. Networking with collaborators and potential collaborators
10. Engaging with industry and other external stakeholders
11. Mentoring other researchers
12. Oversight/management of the research environment
13. Leading and/or contributing to REF processes
14. Peer review of others' research outputs/ grant applications
15. Leading/contributing to research groups, institutes or centres including management of technicians, research assistants and fellows
16. Consultancy/KTPs and advisory roles
17. Keynotes/presentations at conferences
18. Honorary or editorial roles
19. Roles in professional/learned societies
20. Promotion of outputs and area of research
21. Leading and/or contributing to the promotion and protection of the rights, dignity and welfare of those involved in research



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