

Substantiating your Application (Knowledge Exchange and Enterprise Career Pathway)

A range of evidence should be used to substantiate your application for promotion on the Knowledge Exchange (KE)& Enterprise pathway. The quantity *and quality of* evidence provided must be such that it convincingly demonstrates how you meet the expectations under each of the three domains at the level relevant to your application. Progress through the levels of the pathway from lecturer to professor will be associated with sustained contribution, incremental progression, increasing excellence and leadership, and growing impact, influence and esteem.

Evidence should focus on the impact achieved as a consequence of knowledge exchange, enterprise and/or practice activities undertaken. The nature of the impact will vary by discipline.

Evidence could include:

This section gives examples of the types of evidence that would inform your application. It is not expected that someone includes all of the below, and the list is not exhaustive. The evidence used to support an individual's application would be tailored to their individual contribution.

Examples of Teaching and Assessment evidence: - authored or co-authored handbooks, books or professional manuals. Chapters in multi-authored handbooks/manuals. Professional or enterprise based course or training material (including on-line materials). New enterprise/CPD/Apprenticeship courses or programmes of study. New externally facing courses or programmes. New courses or programmes developed with external partners. Programme and course evaluation data. Recruitment and outcomes data. Successful student enterprise activities.

Examples of Research & Enterprise evidence: - *evidence of the societal or economic impact of knowledge exchange, enterprise or practice activities*, a record of outputs in appropriate media such as professional journals, professional standards, patents, policy reviews, expert advice submissions, commissioned reports, national or international strategy documents, REF Impact Case Studies, media programmes (TV, radio and other media), etc. A record of outputs co-authored with non-academic partners. A record of KE or enterprise (social or commercial) activities leading to external funding and/or measurable outcomes such as new products, sales, processes, services or other measurable benefits to society such as regional growth or economic regeneration. Company registrations and IP commercialisation in accordance with UoG/GUEL policies. The generation of funding or investment by new or established companies. The generation of funds from CPD, Apprenticeships and TNE activities.

Contribution to/leadership of initiatives, policy or strategy: - successful delivery of administrative roles. Delivery of enterprise or KE initiatives with colleagues across the institution or discipline.

Enterprise leadership roles such as: - Enterprise Centre Leadership or Deputy Leadership. Participation/Leadership in university/faculty/department committees and workgroups that determine or implement KE or enterprise policy or distribute resources.

Peer/Line management & mentoring: - Line management of junior colleagues. Mentoring of other colleagues. Enterprise group/centre development leading to career progression of junior colleagues.

External roles and responsibilities: - membership of professional bodies or advisory groups. Membership of professional accreditation panels. External consultancy or professional activities. Directorships of external companies. Leadership/participation of consortia across several national/international institutions. Engagement with regional bodies to developing social or economic plans, policies or strategies.

Indicators of Esteem: - HEA recognition at D2 (Fellow) for applications to Associate Professor/Professor. Participation as speaker at national and international professional conferences. Keynote/Plenary invitations at national/international professional conferences/symposia. Invited lectures to professional bodies, institutions or companies. Joint publications with national/international company collaborators. Invitations to contribute chapters to co-authored handbooks or professional manuals. Record of citations relative to standards for the subject. Participation/leadership in multi-institutional initiatives. Participation in professional accreditation bodies. Internal/external prizes and awards. Chartered status recognition by professional bodies. Fellowships and senior fellowships of professional bodies. Participation in the Media. Public and community engagement activities. Board membership of local or regional institutions. Board membership at national or international level.

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