

## Faculty of Law

Score Range	Teaching & Learning
9-10	<p>In order to achieve a 9, a staff member must:            Have a very good record of undergraduate and postgraduate teaching (as expressed in student evaluations) where innovation with regard to teaching methods and philosophy can be proven. This needs to be done in accordance with the staff member's teaching portfolio, based on evidence.            Have a record of making use of innovative and alternative assessment methods that ensure the strengthening of the graduate attributes of the students. This needs to be done in accordance with the staff member's teaching portfolio, based on evidence.</p> <p>In order to achieve a 10, a staff member must have an excellent record of undergraduate and postgraduate teaching (as expressed in student evaluations) where innovation with regard to teaching methods and philosophy can be proven. This needs to be done in accordance with the staff member's teaching portfolio, based on evidence            Have a good record of making use of innovative and alternative assessment methods that ensure the strengthening of the graduate attributes of the students. This needs to be done in accordance with the staff member's teaching portfolio, based on evidence.</p>
7-8	<p>In order to achieve a 7, a staff member must:            Have a reasonable record of undergraduate and postgraduate teaching (as expressed in student evaluations) that shows considerable innovation of teaching methods and assessment. This needs to be done in accordance with the staff member's teaching portfolio, based on evidence.</p> <p>In order to achieve an 8, a staff member must:            Have a good record of undergraduate and postgraduate teaching (as expressed in student evaluations) that shows good innovation of teaching methods and philosophy. This needs to be done in accordance with the staff member's teaching portfolio, based on evidence.</p> <p>In order to achieve a 8, a staff member must:            Have a good record of making use of innovative and alternative assessment methods that ensure the strengthening of graduate attributes of the students. This needs to be done in accordance with the staff member's teaching portfolio, based on evidence            .</p>
5-6	<p>In order to achieve a 5, a staff member must:            Have a satisfactory record of undergraduate and postgraduate teaching (as expressed in student evaluations) that shows some innovation of teaching methods and assessment. This needs to be done in accordance with the staff member's teaching portfolio, based on evidence</p> <p>In order to achieve a 6, a staff member must have the above as well as:            Provided the required (faculty standard) supervision in the final year mini-dissertation module or/and some involvement in mooting in the faculty (over a reasonable period of time).</p>

3-4	<p>In order to achieve a 3, a staff member must: Be involved in teaching at undergraduate level and show some innovation in teaching methods and assessment practices.</p> <p>In order to achieve a 4, a staff member must have the above and any of the following: Evidence of teaching at structured master's level or postgraduate diploma level. Provided some supervision in the final year mini-dissertation module or/and some involvement in mootng in the faculty.</p>
1-2	<p>In order to achieve a 1, a staff member must: Be involved in teaching at undergraduate level.</p> <p>In order to achieve a 2, a staff member must have the above and: Show some innovation in teaching methods and assessment practices.</p>

Score Range	Research
9-10	<p>In order to achieve a 9, a staff member must: Have a PhD or LLD qualification. Enjoy considerable national and some international recognition by peers for the high quality and impact of their scholarly outputs (27 accredited outputs [articles, book chapters or/and monographs that underwent blind peer review] in total of which more than 4 of the scholarly outputs should have been published, or accepted for publication, in the 3 years preceding the application). Show active annual participation in national and international conferences. Have a very good record of supervision of graduated master's (by dissertation) or/and doctoral students – 2 doctoral or 4 master's studies recommended. Have a reasonable record of acting as reviewer for manuscripts submitted to scholarly journals recommended. Active involvement in a scholarly journal(s), as editor/co-editor recommended.</p> <p>In order to achieve a 10, a staff member must: Enjoy considerable national and international recognition by peers for the high quality and impact of scholarly outputs (30 accredited publications [articles, book chapters or/and monographs that underwent blind peer review] in total of which more than 6 of the scholarly outputs should have been published, or accepted for publication, in the 3 years preceding the application). Show active participation in national and international conferences.</p>

	<p>Have an excellent record of supervision of graduated master's (by dissertation) or/and doctoral students – 3 doctoral or 6 master's studies recommended.</p> <p>Have a good record of acting as reviewer for manuscripts submitted to scholarly journals recommended.</p> <p>Active involvement in a scholarly journal(s), as editor/co-editor recommended.</p>
7-8	<p>In order to achieve a 7, a staff member must:</p> <p>Have a PhD or LLD qualification.</p> <p>Show active annual participation in national scholarly conferences.</p> <p>A good record of scholarly outputs (14 accredited outputs [articles, chapters or/and monographs that underwent blind peer review] in total of which 3-4 of the scholarly outputs should have been published, or accepted for publication, in the 3 years preceding the application).</p> <p>Have a reasonable record of supervision of graduated master's (by dissertation) or/and doctoral students – 1 master's or 1 shared doctoral study recommended.</p> <p>In order to achieve an 8, a staff member must:</p> <p>Have a PhD or LLD qualification.</p> <p>A good record of scholarly outputs (17 accredited outputs [articles, chapters or/and monographs that underwent blind peer review] in total of which 3-4 of the scholarly outputs should have been published, or accepted for publication, in the 3 years preceding the application).</p> <p>Have a good record of supervision of graduated master's (by dissertation) or/and doctoral students – 1 doctoral or 2 master's studies recommended.</p> <p>Some evidence of acting as reviewer for manuscripts submitted to scholarly journals.</p> <p>Show active annual participation in national or international conferences.</p> <p>Active involvement in a scholarly journal(s), as editor/co-editor recommended.</p>
5-6	<p>In order to achieve a 5, a staff member must:</p> <p>Have a PhD or LLD qualification.</p> <p>Have a satisfactory record of accredited outputs (articles, chapters or/and monographs that underwent blind peer review) over a reasonable period of time.</p> <p>Currently supervising postgraduate students.</p> <p>In order to achieve a 6, a staff member must:</p> <p>Have a PhD or LLD qualification.</p> <p>Have a good record of accredited outputs (articles, chapters or/and monographs that underwent blind peer review and similar to the benchmark number as per faculty requirements over a three year period) over a reasonable period of time.</p> <p>Delivered a research master's student, and currently supervising post graduate students</p>

	Some (rather recent) participation in scholarly conferences (national or international).
3-4	<p>In order to achieve a 3, a staff member must:            Have an LLM qualification.            Have authored 1 accredited output (article or chapter that underwent blind peer review) over the past 3 years.</p> <p>In order to achieve a 4, an employee must:            Have an LLM qualification.            Be actively involved in doctoral studies.            Have authored 2-3 accredited outputs (articles, chapters or monograph that underwent blind peer review) over the past 3 years and/or            Have authored frequent publications in non-accredited journals that are profession specific (and not of a scholarly nature) over the past 3 years.</p>
1-2	<p>In order to achieve a 1, an employee must:            Have an LLM qualification.            Have co-authored a publication in a scholarly source or had one credible output over the past 3 years.</p> <p>In order to achieve a 2, an employee must have any of the following:            Authored one publication in a scholarly source or had one credible output over the past 3 years.            Produced some publications in profession specific journals (and not of a scholarly nature) over the past 3 years.</p>

<b>Score Range</b>	<b>Engaged Scholarship</b>
9-10	<p>In order to achieve a 9, a staff member must:            Have a considerable record of interacting with and contributing towards the community (which may include citations in the news or other forms of media, involvement in committees and professional bodies).            Have established and maintain strong relationships with external bodies that are to the benefit of the community at large.            Involved in designing &amp; presenting Short Learning Programmes            Involved in activities of the Law Clinic</p> <p>In order to achieve a 10, a staff member must have the above and any of the following:            Very strong and well-developed interactions with and contributions to the community (this may include having to interact with the legal profession or other professional sectors and learned societies so as to contribute towards the community).            Highly respected by the community as a leading figure in the staff member's field of expertise.            Involved in designing &amp; presenting Short Learning Programmes</p>

	Involved in activities of the Law Clinic
7-8	<p>In order to achieve a 7, a staff member must:</p> <p>Have strong interactions with the community regarding contributions towards the community (which may include citations in the news or other forms of media).</p> <p>Have developed relationships with external bodies (professional bodies, SETAS etc) that are to the benefit of the community as a whole.</p> <p>Involved in designing &amp; presenting Short Learning Programmes</p> <p>Involved in activities in the Law Clinic.</p> <p>In order to achieve an 8, a staff member must have the above and any of the following:</p> <p>Active involvement with communities.</p> <p>Actively participating in professional bodies and relevant committees that aim towards community interests.</p> <p>Involvement in legal proceedings (such as legal opinions) directed at community interests.</p> <p>Involved in designing &amp; presenting Short Learning Programmes</p> <p>Involved in activities in the Law Clinic</p>
5-6	<p>In order to achieve a 5, a staff member must:</p> <p>Have developed some worthwhile interactions with other institutions of higher learning, industry or other constituencies outside of the UFS, which are to the benefit of the community.</p> <p>Have limited citations in the news or other forms of media.</p> <p>Participates in extra mural teaching.</p> <p>Involved in presenting Short Learning Programmes</p> <p>Involved in activities in the Law Clinic</p> <p>In order to achieve a 6, a staff member must have the above as well as any of the following:</p> <p>Has developed relationships with external bodies (professional bodies, SETAS etc) that are to the benefit of the community as a whole.</p> <p>Must be recognised as a reliable expert that contributes to the larger community and is called upon as an expert.</p> <p>Involved in designing &amp; presenting Short Learning Programmes</p> <p>Involved in activities in the Law Clinic</p>
3-4	<p>In order to achieve a 3, a staff member must:</p> <p>Contribute to external moderation at undergraduate and postgraduate level at other institutions of higher learning.</p> <p>Have limited or irregular interactions with industry, legal profession or other constituencies outside of the UFS against the background of contributing towards the community.</p> <p>In order to achieve a 4, a staff member must have the above and any of the following:</p>

	<p>Participate in extra mural teaching, where appropriate.</p> <p>Cited in the news or other forms of media.</p> <p>Been requested to appear on radio or other forms of media.</p>
1-2	<p>In order to achieve a 1, a staff member must: Contribute to external moderation at undergraduate level at another institution of higher learning.</p> <p>In order to achieve a 2, a staff member must have the above as well as the following: Have had some contributions with industry, the legal profession or other constituencies where expertise are required to assist the community.</p>

Score Range	Leadership & Management
9-10	<p>In order to achieve a 9, a staff member must: Made a valuable contribution to the Faculty or the University with regard to leadership and management through the relevant committee(s) and shown initiative and willingness to be involved in Faculty and University projects and tasks over a considerable period of time, but not less than 5 years.</p> <p>In order to achieve a 10, a staff member must have the above as well as the following: Shown a continued willingness to assist with <i>ad hoc</i> projects and tasks in the faculty and university. Shown continued participation in university activities and events for a sustained period.</p>
7-8	<p>In order to achieve a 7, a staff member must: Made a valuable contribution to the Faculty or the University with regard to leadership and management through the relevant committee(s). Shown some initiative and willingness to be involved in University projects and tasks.</p> <p>In order to achieve an 8, a staff member must have the above and any of the following: Shown willingness to assist with <i>ad hoc</i> projects and tasks in the university. Shown participation in university activities and events for a sustained period.</p>
5-6	<p>In order to achieve a 5, a staff member must: Have served on at least 1 Faculty committee or serve on at least 1 University committee (bearing in mind time duration).</p> <p>In order to achieve a 6, a staff member must have the above as well as the following: Made a valuable contribution to the Faculty or the University with regard to leadership and management through the relevant committee.</p>

	<p>Shown willingness to assist with <i>ad hoc</i> projects and tasks in the faculty.</p> <p>Shown participation in faculty activities and events.</p>
3-4	<p>In order to achieve a 3, a staff member must: Have served on at least one faculty committee (bearing in mind time duration).</p> <p>In order to achieve a 4, a staff member must have the above as well as the following: Made a valuable contribution to the Faculty through the said committee. Shown willingness to assist with <i>ad hoc</i> projects and tasks in the faculty.</p>
1-2	<p>In order to achieve a 1, a staff member must: Have attended departmental meetings and faculty board meetings on a regular basis.</p> <p>In order to achieve a 2, a staff member must have the above as well as the following: Actively contributed at departmental and faculty board meetings on areas of interest to the department and faculty.</p>