

## DRAFT Academic Grade 9 Promotions Criteria

### GUIDANCE

#### Excellence in Research and Innovation

The criteria in bold text below set out what you need to demonstrate for entry level to Associate Professor if you focus primarily on research and innovation activity. Further guidance can be found below to help you select appropriate evidence for each of these. Where examples are given you should note that these are not exhaustive. They are there to illustrate the types of activity that fit the criterion described.

#### Section A

Please address **all** criteria in this section to demonstrate that:

RIA1	<p><b>You have an established reputation for innovative research or for the application, translation and impact of your research beyond the academic arena.</b></p> <p><u>Context/additional information:</u> Explain how you have established a reputation for innovative research within your field <b>or</b> explain how your application and translation of your own research beyond the academic arena has had a defined impact.</p> <p><i>Please refer to your Faculty Local Benchmark document for further context.</i></p>
RIA2	<p><b>You have played a clearly identified role in obtaining the resources to successfully undertake significant research projects, which may be through bids for grants or other awards as appropriate to the discipline.</b></p> <p><u>Context/additional information:</u> Please describe how you have successfully developed and managed significant research projects. As part of this describe the resources required to undertake the projects and the role you played in securing these.</p> <p>For example include evidence of how you have ensured a continued record of leading bids for external grants or other awards with success as appropriate to the discipline so as to build appropriate groups or otherwise obtain resources for the activity. Evidence should show that you have developed different stages of research projects and activities as well as your specific responsibilities or contribution to the projects.</p> <p><i>Please refer to the Faculty Local Benchmark document for further context.</i></p> <p>Note: as there is an increasing and welcome focus by the University on collaborative and potentially interdisciplinary research, individual contributions as part of a team are entirely appropriate and can be used as evidence – please ensure you describe your distinctive contributions to research, grant applications and publications arising from these collaborations.</p>
RIA3	<p><b>You have a sustained record of academically excellent research outputs as evidenced within an international context.</b></p> <p><u>Context/additional information:</u> Please evidence that your outputs are recognised internationally and are regarded as academically excellent within this arena. For promotion to Associate Professor you will need to demonstrate a 'sustained' record of this which can be done by showing that your outputs have started to influence the research taking place in your field.</p>

	<p>Outputs are considered to include all appropriate formats for the discipline, and may include collaborative and/or interdisciplinary outputs where you can evidence a distinctive academic contribution.</p> <p>In providing this evidence you may want to focus on the 7 principal outputs you have outlined within your application form. Alternatively, please provide evidence of how you have developed potential impact case studies to a similar standard.</p> <p><i>Please refer to the Faculty Local Benchmark document for further context.</i></p>
RIA4	<p><b>You play an active role in the wider academic or professional community, making a contribution to internal/external networks to facilitate the development of the discipline.</b></p> <p><i>Context/additional information:</i> Describe how you have been actively involved in the wider academic or professional community through networking to develop your discipline.</p>
RIA5	<p><b>You carry out effective PhD student supervision, where appropriate.</b></p> <p><i>Context/additional information:</i> Your Academic CV should provide information about your record as a PhD or equivalent supervisor. Please use this section to describe any particular features of this area you would like to raise with the promotion panel.</p>
RIA6	<p><b>You input into the strategic direction of research and innovation within your school, faculty or subject area.</b></p> <p><i>Context/additional information:</i> Give examples of where you have been involved in determining and delivering the strategic direction for research of your School/Interdisciplinary theme/Faculty in your own academic community.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> <li>• Having made a substantial contribution to the strategic development of an area of research.</li> <li>• Taking responsibility for the overall direction and strategic development of a particular programme of research.</li> <li>• Having led a research theme across a number of schools/faculties, helping to shape its strategic positioning and development.</li> <li>• Being an active member of research committees.</li> </ul>
RIA7	<p><b>You have a sustainable plan for research which reflects the University's direction.</b></p> <p><i>Context/additional information:</i> Outline your on-going research plan, including resourcing, capacity building and dissemination of outputs and explain how this supports the research of your School or the University.</p>
RIA8	<p><b>You make a high quality contribution to taught student provision and the student experience, providing effective personal tutoring or other support and guidance to students.</b></p> <p><i>Context/additional information:</i> Your Academic CV should provide information on your contribution* to taught student education and/or student experience. Please use this section to describe how your research has influenced your teaching and allowed you to develop a research-led teaching approach.</p>
RIA9	<p><b>You provide leadership and direction to a body of people or an area of work.</b></p> <p><i>Context/additional information:</i> Describe how you lead people or manage a specific area of work.</p>

## Section B

Choosing 3 of the following criteria, please demonstrate that:

RIB1	<p><b>You engage in translational activity with demonstrable impact.</b></p> <p><u>Context/additional information:</u> Describe how you have been involved in translational activity through using your research findings and applying them in ways which have a positive impact on the wider economy and society. Alternatively, describe how your research has translated into various practical applications.</p> <p><u>Examples:</u></p> <ul style="list-style-type: none"><li>• Having researched into a particular issue which provided information and advice to policy makers to help develop guidelines or policy.</li><li>• Having developed a new technique which has been adopted by an external company.</li><li>• Having developed working methods or equipment which impact on the Arts/Social Science community.</li></ul>
RIB2	<p><b>You deliver external collaborative research, innovation or knowledge exchange through your work with organisations, industry, government, public and third sectors or other equivalent groups or networks.</b></p> <p><u>Context/additional information:</u> Give examples of how you have delivered external activities via groups and networks outside of the University.</p> <p><u>Examples:</u></p> <ul style="list-style-type: none"><li>• Being part of specific partnerships with external and internal groups.</li><li>• Acting as broker between the University and external companies to develop specific projects.</li></ul>
RIB3	<p><b>You have developed or managed modules, programmes or co-curricular activities and review and develop the curriculum.</b></p> <p><u>Context/additional information:</u> Describe how you have successfully developed and managed these activities and what the impact has been.</p>
RIB4	<p><b>You have contributed to the direction of teaching, learning and assessment policy and practice within the discipline or subject area.</b></p> <p><u>Context/additional information:</u> Describe how you have been involved in shaping policies and developments in teaching, learning and assessment.</p> <p><u>Examples:</u></p> <ul style="list-style-type: none"><li>• Being involved in a particular area of Student Education through contributing to conferences regarding teaching approaches within own specialist field.</li><li>• Having contributed to a number of strategic Student Education projects/initiatives across and beyond your school.</li><li>• Participating in a Taught Student Experience Committee.</li></ul>
RIB5	<p><b>You input into the quality of the student experience making a positive impact on student learning.</b></p> <p><u>Context/additional information:</u> Evidence should demonstrate how the activities you have been involved in have resulted in a positive impact on student learning, including employability.</p> <p><u>Examples:</u></p>

	<ul style="list-style-type: none"> <li>• Advising on developing a new approach to an aspect of the student experience.</li> <li>• Leading an aspect of student support or experience with a positive impact on student learning or employability.</li> </ul>
RIB6	<p><b>You input into the direction of teaching and learning within the school, faculty or discipline.</b></p> <p><i>Context/additional information:</i> Describe how you are involved in determining the direction of teaching and learning at a broader level than running your own courses.</p>
RIB7	<p><b>You have contributed to public or education engagement activities within your academic area.</b></p> <p><i>Context/additional information:</i> Describe how you have helped to raise the profile of the University or your academic area through your activities.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> <li>• Appearances, articles or acknowledgement in the media.</li> <li>• Active engagement with a range of local, regional and national stakeholders and bodies to promote your academic area.</li> <li>• Providing advice to boards of significant public bodies on the long term strategy of a particular national issue.</li> </ul>
RIB8	<p><b>You actively participate in groups and committees within the University to influence strategic requirements and priorities.</b></p> <p><i>Context/additional information:</i> Explain how through your involvement you have strongly contributed or influenced the strategic direction of the work of groups or committees within the University.</p>
RIB9	<p><b>You have led a significant strategic innovation, facilitating effective working between areas and managing resources and/or staff.</b></p> <p><i>Context/additional information:</i> Evidence should focus on the process of planning and delivering a significant initiative or project that is strategic and innovative. This should include team working and managing resources/staff.</p>
RIB10	<p><b>You routinely provide mentoring or support to colleagues helping them to develop or improve.</b></p> <p><i>Context/additional information:</i> Evidence should demonstrate experience of mentoring or supporting colleagues.</p>

Notes for applicants:

- in considering the 'continued record' or 'contribution' in these criteria, panels will make appropriate recognition of individual circumstances such as career breaks, maternity leave, long term illness and other significant events that may affect the applicants work as well as periods outside academia where funding, publication, PhD supervision and student education opportunities may be limited.
- the norm is that applicants will address all criteria in Section A and the required number from section B. However, we recognise that there may be justified cases where a different mix of criteria may be appropriate. If you feel that you cannot fully meet one (or more) of the criteria in Section A but that you can demonstrate an equivalent level of contribution against one (or more) than the required number of criteria in Section B, please discuss this with your HR Manager in the first instance.