

Faculty of Biological Sciences

The panel will take into account part time working and career breaks when assessing each criterion

Grade	Criteria reference	Criterion Description	Local Guidance/Benchmark	Examples
8	RIA1	You have a growing reputation for innovative research or for the application, translation and impact of your research beyond the academic arena	Evidence of research or professional achievements consistent with independent national standing and experience of international reach of research or its application.	Evidenced through achievements such as journal publications, conference contributions, invitations to present departmental seminars at other institutions, invitations to referee or review publications and/or grant applications, external professional responsibilities, consultancy/industrial work
	RIA2 & SEB4	You have contributed to obtaining the resources to successfully undertake research activity, which may be through bids for grants or other awards as appropriate to the discipline.	It is recognised that not all grade 7 roles are eligible to apply for significant grant funding but that generally opportunities exist for small-scale funding. Evidence of actively seeking and obtaining external research support judged against the peer group, either as an individual or contributing to a larger collaboration.	Obtaining external funding or support for activities such as: studentships, small projects, travel, time in lieu or access to external facilities or equipment. Playing an identified role in larger grant applications led by more senior staff.
	RIA3 & SEB5	You have successfully undertaken a programme of original research and have a record of disseminating your research in quality publications or other media	A record of publication of research outputs of quality as co-author with a distinctive contribution or as lead author.	The panel will consider the quality of the journal or other evidence of academic impact according to the discipline and peer group.
	RIB6 & SEB1	You conduct research, systematic investigation or other ongoing		

		academic activity relating to learning and teaching		
9	RIA1	You have an established reputation for innovative research or for the application, translation and impact of your research beyond the academic arena	Evidence of achievements consistent with an established national and emerging international reputation as an independent researcher or through applications of own research.	An on-going programme of original research and/or its application. Esteem may be evidenced by commissioned publications – contribution to organising successful major conferences - invitations to participate in significant conferences - responsible for initiating a significant new line of research - invitations to give research seminars externally.
	RIA2 & SEB4	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	A record of success in attracting external resources judged against the peer group, either as an individual or contributing in a distinguished role to a larger collaboration. As appropriate this will have allowed you to build a research group consistent with delivering your research plans and/or its application.	The panel will bear in mind appropriate Russell Group norms for external research income appropriate to the discipline area and distinctions between theoretical and experimental research.
	RIA3 & SEB5	You have a sustained record of academically excellent research outputs as evidenced within an international context	Original peer reviewed papers in key journals or other outlets appropriate to the discipline with typically 2 outputs per annum averaged over a 5-year period with outputs rated at 3* and 4* (REF criteria) or otherwise identified as being in the top publications in your field or appropriate to the application of your research. You will be lead author or lead for a distinctive part of interdisciplinary papers.	Evidence by record of publications in high quality journals The panel will consider the quality of the journal according to the discipline and peer group.
	SEB1	You have developed and led a programme of high quality research, systematic investigation or other ongoing academic activity relating to learning and teaching	The application of the most current knowledge of a discipline or professional specialism to broader activities and practise, communicated in ways which are validated by peers and influence others beyond the Institution.	The production of a textbook other teaching materials which are widely adopted. A teaching-oriented book or series of papers resulting from a programme of research or

				<p>investigation e.g. on research methods.</p> <p>Publications about teaching methods for the discipline in appropriate journals.</p> <p>Dissemination of pedagogical developments/teaching methods at national conferences.</p>
10	RIA1	You have a sustained international reputation for innovative research or for the application, translation and impact of your research beyond the academic arena	International reputation as a leading researcher evidenced through body of completed research or its application and indicators of esteem appropriate to the discipline having produced a body of work and having been recognised for it.	<p>Invitations to chair international conference sessions, or give plenary or keynote lectures.</p> <p>Invitations to institutions abroad.</p> <p>Invited or commissioned review articles in leading review periodicals, as appropriate to the discipline.</p> <p>Membership of editorial committees of significant publications in field.</p> <p>Holding senior visiting positions.</p> <p>Expert committees, e.g., in university reviews, Government enquiries.</p> <p>Honours and prizes.</p> <p>Reviewing grant applications for National and, importantly, international bodies.</p> <p>External PhD examining.</p>
	RIA2 & SEB6 & ALB2	You have played a lead or other clearly identified role in obtaining the resources to successfully undertake major research projects, which may be through bids for grants or other awards as appropriate to the discipline	Success in winning significant external research awards or other on-going funding, possibly as part of collaborative cross disciplinary teams but with a clear leading role within that team. As appropriate, this will have allowed you to build a research group consistent with delivering your research plans and/or its application The scope and value of awards will be as appropriate to the discipline, with evidence of diversification of sources of income.	<p>Research Council Grants, and similar funding opportunities through other bodies.</p> <p>Responding to specific major funding calls.</p> <p>Coordinate an EU Framework project, or lead part of one.</p> <p>The panel will bear in mind appropriate Russell Group norms</p>

				for external research income appropriate to the discipline area and distinctions between theoretical and experimental research
	RIA3	You have a distinguished record of academically excellent research outputs as evidenced within an international context	Original peer reviewed papers in key journals or other outlets appropriate to the discipline with typically 2 outputs per annum averaged over a 5-year period with outputs rated at 3* and 4* (REF criteria) or otherwise identified as being in the top publications in your field or appropriate to the application of your research. You will be lead author or lead for a distinctive part of interdisciplinary papers. Your publications establish you as an international authority in the field.	Outputs may be seen as advancing the field, creating new areas of research or solving problems which are considered to be outstanding or may be associated with significant applications.
	RIA4	You play a significant role in the wider academic or professional community and have influence over the strategic direction of future research	Representing the academic community, or acting as an expert, on Research Council Committees and Panels, Government Committees, EU-bodies, universities, and other bodies.	Research Council or Professional body subject or policy groups. External interview panels. Government panels. Influencing the definition of research agendas within your field.
	RIA9 & SEB1	You are externally recognised by peers as an academic leader in your field	Representing the academic community, or acting as an expert or adviser, on Research Council Panels, Government Committees, EU-bodies, to universities, and other bodies. Coordinating large initiatives.	Evidence for this will in part be taken from external references. Indicators may include active membership of grants panels, invitation to coordinate initiatives, keynote presentations at conferences and meetings, membership of expert panels, e.g., RCUK Councils, policy making panels, Government enquiries. Organising conferences.

	SEB7 & ALB6	You have a sustained record of academically excellent research outputs as evidenced within an international context	Original peer reviewed papers in key journals or other venues as appropriate to the discipline.	
	ALA4	You play a significant role in the wider community and are externally recognised by peers as an academic leader	Representing the academic community, or acting as an expert or adviser, on Research Council Panels, Government Committees, EU-bodies, to universities, and other bodies. Coordinating large initiatives.	Grants panels. Invitation to coordinate initiatives. Keynote presentations at conferences and meetings. Expert panels, e.g., RCUK Councils, policy making panels, Government enquiries. Organising conferences.
	ALA8	You have a sustained record of research activity (which might be pedagogic research) which is externally recognised with appropriate dissemination of the outputs	Original peer reviewed papers in key journals or other venues appropriate to the discipline.	