

Grade 10			
Criteria		Local Guidance/Benchmarks	Examples if appropriate
A4 Core Research	International reputation within the relevant field/discipline.	International reputation evidenced through indicators of esteem appropriate to the discipline having produced a body of work and having been recognised for it.	<p>Key note invitations to speak to international conferences Sitting on grant awarding panels as appropriate to discipline (<i>also B1</i>).</p> <p>Evidence of contribution to and involvement in policy development such as Department of Health policy, government advisory role.</p> <p>Membership of international editorial boards and invited editorial reviews (<i>also B1</i>).</p> <p>Membership and contribution to standing committees of international organisations (<i>also B1</i>).</p> <p>Organisation of conferences or scientific meetings; membership of scientific advisory groups for international conferences relevant to discipline.</p> <p><i>Sustained record of training postgraduate research students as appropriate to the discipline.</i></p>
A5 (i) Core Research	Developed proposals to obtain appropriate resources and support, demonstrating a record of success as appropriate to the discipline		<p>Evidence of ability to grow research and plan for sustaining research activity</p> <p>Continued and sustained record of application which achieves local research target on a sustained basis.</p> <p>Sustained track record of success in obtaining research funding at a level deemed to be above average.</p>
A5 (iv) Core Research	Demonstrated a continued record of dissemination of original outputs in high quality publications or other media.		Continued and sustained publication of high quality outputs in high impact peer reviewed journals in candidates own field of expertise.

			Outputs might also include significant contribution to policy (including professional regulatory policy), patents and national practice (including clinical) which directly arises from individuals' research activity. May also include involvement in increasing public understanding of science evidenced by visibility in national press and broadcasting.
B1 Enhanced Academic Leadership	Externally recognised by peers as an academic leader		<p>Demonstrable contribution as a result of holding office in or membership of international or national society leadership committees, editorial work on international journals.</p> <p>Evidence of developing groups.</p> <p>External recognition of work carried out as part of role with University of Leeds.</p> <p>Sitting on grant giving panels as appropriate to discipline (<i>also A4</i>).</p> <p>Membership and contribution to standing committees of international organisations (<i>also A4</i>).</p> <p>Representing the academic community, or acting as an expert or adviser, on Research Council Panels, Government Committees, EU-bodies, to universities, and other bodies.</p> <p>Coordinating large initiatives.</p>
C1 Enhanced Teaching and Scholarship	Sustained leadership with demonstrably broad and normally international impact, for the application of disciplinary and/or professional knowledge to academic activity which pushes forward curriculum, assessment, pedagogy or teaching policy development, in line with the frontiers of research within the field.		<p>Demonstrable contribution as a result of holding office in or membership of international or national educational societies or editorial work on educational international journals.</p> <p>Contribution to determination of national curricula.</p>

C2 Enhanced Teaching and Scholarship	Provided strategic direction and oversight of the quality of the student experience, with evidence of improvement in learning opportunities that are demonstrably aligned to learning needs, with demonstrable positive impact on overall student learning.		Making significant contributions to University and School / Institute initiative to support research-led teaching, e.g. developing practices to support research experiences for students.
C3 Enhanced Teaching and Scholarship	Leading the development of the direction of teaching, learning and assessment policy, methods and practices, providing key advice and applying their specialist expertise in a way that can be demonstrated to have had a significant effect within the discipline or subject area as a whole.		Contribution to national or international quality assurance programmes . Consultation to other centres, nationally or internationally with regard to curriculum development .
C4 Enhanced Teaching and Scholarship	Created or developed external networks or groups to generate information, support teaching related scholarship and develop the strategic direction of future teaching related or other practice based scholarship activity.		
C5 Enhanced Teaching and Scholarship	Demonstrate a coherent plan of future research, development or academic activity relating to teaching, pedagogical, practice or policy development and best practice.		Sustained record of publication in peer reviewed, high impact (for the field) educational journals. A plan that builds on current excellent personal delivery of L&T to advance the discipline &/or student experience across the discipline or subject area as a whole.
D1 Enhanced Research	Sustained and distinguished record of publication of internationally excellent research outputs, with demonstrable impact on leading researchers and the research agenda within the discipline.		Clear evidence of converting grants into high quality, high impact outputs. Demonstrated use of research outputs by others in research papers, scholarship outputs (journals, reviews, textbooks) or knowledge transfer summaries (practice guidance).

			Academic excellence with evidence of impact in relevant discipline with evidence of sustained impact on policy or practice in field where appropriate, this will usually be measured by journals or books. <i>Sustained impact will usually be measured over approximately 5 years.</i>
D2 Enhanced Research	A continued record of leading successful bids for national or international grants or other awards, as appropriate to the discipline.	<i>Typically, in winning significant collaborative cross discipline research awards of scope and value as appropriate to the discipline, with evidence of diversification of sources of income.</i>	Sustained, continued and significant grant funding as appropriate to the field. Building and developing an international or national research team or group. Leadership of a successful research group(s) which enhances the reputation of the University through international recognition.
D4 Enhanced Research	Play a leading role in the relevant wider academic or professional community with demonstrable impact on the strategic direction of future research.		Determination of research strategy through membership of a Research Council , Charity, Membership of Trial Steering Committee, Data Monitoring Committee or other similar national or international committee.
E1 Enterprise and Knowledge Transfer	Demonstrated ability to deliver innovation arising from their own research to external users or clienteles, bringing impact in terms of user benefits and outcomes and international recognition to the University.	Comments not restricted to commercial funds.	Patents arising from research with evidence of take up by external users (eg licensing deals). Secured external funding to take forward innovation arising from research. Consultancy activity where appropriate. Developing knowledge transfer strategies for programmes of work.
E2 Enterprise and Knowledge Transfer	Established, managed and led influential and sustained networks, partnerships or programmes, with internal and external strategic impact.		Made significant contribution to KT initiatives at local, national or international levels.

E3 Enterprise and Knowledge Transfer	Influenced key external parties to take forward EKT activity.		
E4 Enterprise and Knowledge Transfer	Provided high level expertise to external parties which will have demonstrable and attributable impact on their long-term strategic decisions.		Contribution, directly related to academic activity, to development of strategy or policy at external organisations, for example NHS Trusts or local authorities.
E5 Enterprise and Knowledge Transfer	Analysed complex situations to identify new opportunities for EKT activity, diagnosing issues, identifying gaps, risks and benefits, formulating solutions and facilitating their implementation.		
E6 Enterprise and Knowledge Transfer	Agreed the scope and standards of EKT activity, creating the framework for its delivery and reviewing progress to ensure expected benefits are realised.		
E7 Enterprise and Knowledge Transfer	Demonstrate a coherent plan of future EKT activity.		

The panel will take into account part-time working and career breaks for all candidates.