

Medicine - Clinical

Grade	Criteria	Criteria specific	Local Guidance/Benchmarks	Examples
8	B3 Core Research	Secured the resources necessary to underpin research activity, with success as appropriate to the discipline.	In medicine, this would include evidence of contributions towards the submission of successful research grant applications, possibly also involving other applicants.	
	F2 Enhanced Research	Demonstrated a record of continuing dissemination of original research in quality publications or other media and/or providing evidence of success in securing resources to underpin research activity.	In medicine, this might be the equivalent of approximately one publication annually in peer reviewed journals of such standing as to equate to "National" or better ranking in the RAE.	
9	B2 Core Research	Demonstrated a record of attracting the resources necessary to underpin research activity, with some success as appropriate to the discipline.	In medicine, evidence of attracting funds would be as a principal or co-applicant in a successful research grant application. It might also include the award of some form of training fellowship by a prestigious body.	
	B4 Core Research	Disseminated the results of research through appropriate written, oral or other media both internally and externally to the University. This will include a record of regular and continuing publication of original research in quality publications or equivalent.	In medicine, regular publication (e.g. annually) in a peer-reviewed journal with a high impact factor in the candidate's field of expertise. Opportunities for candidates to referee/review publications or undertake external professional responsibilities, consultancy/industrial work tend to be limited at clinical Lecturer level in Medicine and would, therefore, count significantly in the candidates favour.	

F2 Enhanced Research	Demonstrated a sustained programme of research activity and a continuing track record of dissemination of original research in high quality publications or other media.	In medicine, evidence of a national standing as a researcher, for example by invitations to speak at national or international meetings, major national or international research collaborations, involvement in organisation or presentation at conferences. Publication output would be expected to include evidence of the ability to publish in top-ranking international journals in the candidate fields.	
F4 Enhanced Research	Provided evidence of continued success in obtaining significant research funding or other resources to underpin research, as appropriate to the discipline, through competitive and peer reviewed process.	In medicine, the award of important research funding where the candidate has been the principal or sole applicant, and can demonstrate that he/she has provided the main intellectual input to the application. Examples might include the award of an intermediate level research training award, or of project grant support from a major research funding body.	
G1 Enhanced Scholarship	Developed and lead a programme of high quality research, systematic investigation or other ongoing academic activity relating to learning and teaching.		

***** The statements in this column are illustrative examples of the type of achievement that will be looked for. They do not constitute an exhaustive list and should serve as a guide only.**

Additional Info to Consider

Most though not all lecturers in the school are clinicians. A variable proportion of their time (normally 50-60%) is allocated for clinical work within the NHS. In consequence, time available for the activities on which the usual criteria depend (teaching, research and administration) is curtailed.

Appointment of a clinician to a senior lectureship carries the expectation of appointment as honorary consultant in the appropriate discipline. Such appointments can be made only through the appropriate processes of the NHS trust concerned. Preliminary negotiation and approval in principle from the Trust will therefore normally be expected to have been obtained in advance of the Promotions Panel considering the case for promotion. Appointment to a senior lectureship with a honorary consultant contract will require the establishment of an Advisory Appointment Committee by NHS Trust.

The School is moving towards directing some clinical academic staff to concentrate primarily on either research or learning and teaching, in addition to a clinical role, so that it may be difficult for even the highest calibre candidates to score against all of the University's usual criteria. The achievement of some candidates will be predominately in research and scholarship, while others will have concentrated on learning and teaching, with limited opportunity for research.

As a matter of course, the School of Medicine would not expect Clinical Medical Lecturers to be involved in administrative activities. (Most professional administrative activities in Medicine require consultant status to have been reached). Instead, Clinical Medical Lecturers are required to undertake clinical work, to achieve the Certificate of Completion of Specialist Training (CCST).

The promotions panel will balance the need to recommend promotion according to the published University criteria against these special factors that make assessment against the standard yardstick difficult.

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