**Promotion Benchmarks (Academic Staff)**

**Psychology: G8, 9, 10**

Promotion from Grade 7 to Grade 8

***RIA1****: You have a growing reputation for innovative research or for the application, translation and impact of your research beyond the academic arena.*

Examples may include the following:

a) Presentation at a key conference in the past two years

b) Member of an external committee related to research or impact

c) Defined contribution to research programmes or grants (for example, leading on delivering defined work packages, or equivalent, within research programmes or grant)

d) Contribution to high-quality guidance or materials for practitioners, or to influence policy

***RIA2 and SEB4****: You have played a lead or other clearly identified role obtaining the resources to successfully undertake significant research projects, which may be through bids for grants or other awards as appropriate to the discipline.*

Contribution to obtaining funding. For RIA2 examples could include PGR scholarships, equipment funds, or a defined contribution to a grant. For SEB4 examples could include a LITE fellowship or a defined contribution to a grant.

***RIA3 and 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 portfolio of high-quality publications, which should include at least 1 research paper in your area of expertise to which you made a substantial academic contribution in the past two years

***RIB6 and SEB1****: You conduct research, systematic investigation or other ongoing academic activity relating to learning and teaching*

Examples may include the following:

1. Investigation/scholarship activity that has led to a significant change/adoption of practice in module programme delivery or student education policy within the school
2. Presentations at teaching and learning conferences
3. Publication in education focused journals
4. Actively participating in curriculum development groups within the school leading to change being implemented and evaluated

Promotion from Grade 8 to Grade 9

***RIA1****: You have an established reputation for innovative research or for the application, translation and impact of your research beyond the academic arena*

Examples may include the following:

a) Invitation to a key conference in the past three years

b) Member of an external committee related to research or impact, e.g., a funding panel or national strategic group

c) External recognition of research by a recognised body, for example, British Psychological Society, Experimental Psychology Society.

d) Defined contribution to high-quality guidance for practitioners or policy-makers

e) Contribution to an Impact Case Study for REF

***RIA2 & SEB4****: You have played a lead or other clearly identified role 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 portfolio of successful funding, to include at least one grant, or fellowship, in the past three years that has enabled high-quality research outputs (e.g., academic papers, clearly defined impact activity). Grant funding can include a defined role in larger multi-partner grants, as well as lead/PI.

***RIA3 & SEB5****: You have a sustained record of academically excellent research outputs as evidenced within an international context*

A portfolio of sustained high-quality publications which should include at least 3 research papers in your area of expertise in the past three years to which you made a substantial academic contribution.

***SEB1****: You have developed and led a programme of high-quality research, systematic investigation or other ongoing academic activity relating to learning and teaching.*

Examples may include the following:

1. Invitation to a key conference in the last three years
2. A teaching-oriented book or a series of publications about teaching methods/pedagogical developments resulting from a programme of research or investigation
3. External examiner invitations
4. Defined contribution to policy documents or publications relating to education, e.g., via local or national education committees

Promotion from Grade 9 to Grade 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*

*At least five examples of activity. Examples could include:*

a) Invitations to talk at key international conferences

b) Editorial board of significant journals in your field

c) Leading on significant research programmes that are internationally recognised

d) Defined and substantive contributions to high-quality guidance for practitioners or policy-makers

e) Leading on, or substantive contribution to, an Impact Case Study for REF

***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*

A portfolio of sustained research funding that has enabled high-quality research outputs (e.g, academic papers, clearly defined impact activity), normally to include at least two grants in the last five years. This can be as lead/PI on grants, or via defined, substantive, contributions as Co-I to multi-partner grants.

***RIA3 & SEB7 & ALB6****: You have a distinguished record of academically excellent research outputs as evidenced within an international context*

A portfolio of sustained high-quality publications which should include at least 3 research papers in your area of expertise in the past three years to which you made a substantial academic contribution, and which are internationally excellent in terms of originality and significance.

***RIA4****: You play a significant role in the wider academic or professional community and have influence over the strategic direction of future research*

Examples may include the following:

a) Organising and chairing sessions, or giving plenary or keynote talks, at major international conferences

b) Editorial board of significant journals in your field

c) Evidence for influencing research agendas within your field

d) Member of Steering Committees, Advisory Boards, or expert panels, for major external bodies or initiatives, related to your research field

e) External interview panels

f) Invites for consultancy for national/ international bodies based on professional standing.

***RIA9 & SEB1****: You are externally recognised by peers as an academic leader in your field*

As per RIA 4

***ALA4****: You play a significant role in the wider community and are externally recognised by peers as an academic leader*

As per RIA 4

***ALA8****: You have a sustained record of research activity (which might be pedagogic research) which is externally recognised with appropriate dissemination of the outputs*

As per RIA4