

GUIDANCE

Excellence in Research and Innovation

The criteria in bold text below set out what you need to demonstrate for entry level to Chair 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:

<p>RIA1</p>	<p>You have a sustained international reputation for innovative research or for the application, translation and impact of your research beyond the academic arena.</p> <p><i>Context/additional information:</i> Explain how your research has been recognised for its quality and innovation by other (leading) researchers in your field internationally or 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>
<p>RIA2</p>	<p>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.</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> <p><i>Context/additional information:</i> Please describe how you have successfully developed and managed major 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>RIA3</p>	<p>You have a distinguished record of academically excellent research outputs as evidenced within an international context.</p> <p><i>Context/additional information:</i> Please evidence that your outputs are recognised internationally across your field and are regarded as academically excellent within this arena. For promotion to Chair you will need to demonstrate a 'distinguished' record of this which can be done by showing how you have sustained this quality over multiple outputs (as appropriate to your discipline) and that your outputs have shaped the research agenda 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 10 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>You play a significant role in the wider academic or professional community and have influence over the strategic direction of future research.</p> <p><u>Context/additional information:</u> Describe the roles have you played in your wider academic or professional community and how have these allowed you to influence the strategic direction of future research in your field.</p> <p><i>Please refer to your Faculty Local Benchmark document for further context.</i></p>
RIA5	<p>You have a sustained record of effective PhD supervision.</p> <p><u>Context/additional information:</u> Your Academic CV should provide information about your record as a PhD or equivalent supervisor and there is no need to repeat that information in your application form. If you wish, you may use this section to describe any particular features of this area you would like to raise with the promotion panel.</p>
RIA6	<p>You input into the overall strategic direction for research of the school, faculty, university or academic discipline.</p> <p><u>Context/additional information:</u> Give examples of where you have taken a leading role in determining and delivering the strategic direction for research of your School/Interdisciplinary theme/Faculty/University or externally in your own academic community.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> • Taken on a role to review, develop and implement the research strategy for the School/Institute/Faculty. • Made a leading contribution to shaping a new development in your discipline or inter-disciplinary field. • Having a leading role in a learned society or professional body.
RIA7	<p>You have an ambitious and sustainable plan for research which reflects the University's direction.</p> <p><u>Context/additional information:</u> Outline your on-going research agenda and plans, including plans for resourcing, capacity building and dissemination of outputs and explain how this supports the research agendas within your School or the University.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> • Details of a coherent and strategic research plan with specific objectives and timescales including external funding, the resources/teams required and the strategy for outputs.
RIA8	<p>You have a sustained record of high quality contribution to taught student provision and the student experience, providing effective personal tutoring or other support and guidance to students.</p> <p><u>Context/additional information:</u> 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>You are externally recognised by peers as an academic leader in your field.</p> <p><u>Context/additional information:</u> Describe how you have contributed as a leader in a particular academic field and the impact of that contribution (this may be in formal or informal roles). Note: evidence for your recognition as an academic leader will also be taken from referees' comments.</p> <p><i>Please refer to the Faculty Local Benchmark document for further context.</i></p>
------	---

Section B

Choosing **at least 3** of the following criteria please demonstrate that:

RIB1	<p>You have a record of translational activity with demonstrable impact.</p> <p><u>Context/additional information:</u> Describe how you have developed a record of 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>
RIB2	<p>You have initiated and led external collaborative research, innovation or knowledge exchange through your work with organisations, industry, government, public and third sectors or other equivalent groups or networks.</p> <p><u>Context/additional information:</u> Give examples of how you have established, managed and led external activities via groups and networks outside of the University.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> • Working with an external company, acting as project lead to develop a particular product.
RIB3	<p>You have developed or managed modules, programmes or co-curricular activities and reviewed and developed the curriculum.</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>You have developed the direction of teaching, learning and assessment policy, methods and practices.</p> <p><u>Context/additional information:</u> Describe how you have taken a leading role in shaping policies and developments in teaching, learning and assessment.</p> <p><i>Examples:</i></p> <ul style="list-style-type: none"> • Having gained an international reputation in a particular area of Student Education through being regularly invited to lead seminars and contributing to conferences regarding teaching approaches within own specialist field. • Having a track record of leading strategic Student Education projects/initiatives across and beyond your school.

RIB5	<p>You provide significant input into the quality of the student experience, making a positive impact on overall student learning.</p> <p><u>Context/additional information:</u> Evidence should demonstrate how the activities you have undertaken have resulted in a positive impact on student learning, including employability.</p> <p><u>Examples:</u></p> <ul style="list-style-type: none"> • Being part of the review and implementation of a substantial initiative at school or University level to develop the quality of the broader student experience. • Taking responsibility for developing a new approach to an aspect of the student experience. • Leading an aspect of student support or experience with a positive impact on student learning or employability.
RIB6	<p>You input into the overall strategic direction for learning and teaching within the school, faculty, university or academic discipline.</p> <p><u>Context/additional information:</u> Your involvement should demonstrate that you are part of making decisions at a strategic level and which has a medium to long term impact.</p>
RIB7	<p>You have had an identified role in achieving objectives, delivering change or interdisciplinary activity, building teams and delivering outcomes.</p> <p><u>Context/additional information:</u> Evidence should highlight what part you played in making changes, working with and/or leading others as well as the impact of such activities as a result of your contribution.</p> <p><u>Examples:</u></p> <ul style="list-style-type: none"> • Taken a role in the review, development and implementation of an interdisciplinary initiative or particular area of a school strategic plan. • Having organised an international conference in a new subject area and brought about change in the discipline or inter-disciplinary field. • Being an active member of a committee of a national subject group and contributed to the development of the discipline or field.
RIB8	<p>You have successfully led public or education engagement activities in your academic area.</p> <p><u>Context/additional information:</u> Describe how you have raised the profile of the University or your academic area through your activities. Engagement activities can include outreach, widening participation, and schools liaison.</p> <p><u>Examples:</u></p> <ul style="list-style-type: none"> • Appointment to high level national/international industry/other sector body/role. • Providing advice to boards of significant public bodies on the long term strategy of a particular national issue.
RIB9	<p>You routinely provide mentoring or support to colleagues, acting as a role model and helping them to develop and improve.</p> <p><u>Context/additional information:</u> Evidence should demonstrate significant 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.