

## Academic Grade 8 Promotions Criteria

### Excellence in Research and Innovation

The criteria below set out what you need to demonstrate for entry level to academic grade 8 if you focus primarily on research and innovation activity. Further guidance can be found on the HR website to help you select appropriate evidence for each of these.

#### Section A

Please address **all** criteria in this section to demonstrate that:

RIA1	You have a growing reputation for innovative research or for the application, translation and impact of your research beyond the academic arena.
RIA2	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.
RIA3	You have successfully undertaken a programme of original research and have a record of disseminating your research in quality publications or other media.
RIA4	You are part of the wider academic or professional community, making a contribution to groups and networks to facilitate discussion or application of research developments.
RIA5	You contribute to effective PhD student supervision, where appropriate.
RIA6	You input into the direction of your research area or group.
RIA7	You have a clear research plan for research which reflects the University's direction.
RIA8	You contribute to taught student provision and the student experience, providing effective personal tutoring or other support and guidance to students.
RIA9	You have taken forward initiatives, possibly as a member of a team.

#### Section B

Choosing **3** of the following criteria, please demonstrate that:

RIB1	You explore and develop opportunities for translational activity, possibly in collaboration with others.
RIB2	You have engaged in collaborative research, innovation or knowledge exchange.
RIB3	You have independently managed the development of significant components of a teaching programme or co-curricular activities, and contributed to the review and development of the curriculum.
RIB4	You have contributed to teaching, learning and assessment policy and practice within the discipline or subject area.
RIB5	You input into the quality of the student experience making a positive impact on student learning.
RIB6	You conduct research, systematic investigation or other ongoing academic activity relating to learning and teaching.
RIB7	You have contributed to public or education engagement activities within your academic area.

RIB8	You establish internal and external contacts to facilitate the exchange of ideas on an ongoing basis.
RIB9	You have provided leadership and direction to a body of people or an area of work.
RIB10	You routinely provide mentoring or support to colleagues helping them to develop or improve.

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.

All staff are expected to operate in line with the University values and standards