

## Academic Grade 9 Promotions Criteria

### Excellence in Research and Innovation

The criteria below set out what you need to demonstrate for entry level to Associate Professor 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 an established reputation for innovative research or for the application, translation and impact of your research beyond the academic arena.
RIA2	You have played a clearly identified role in obtaining the resources to successfully undertake significant research projects, which may be through bids for grants or other awards as appropriate to the discipline.
RIA3	You have a sustained record of academically excellent research outputs as evidenced within an international context.
RIA4	You play an active role in the wider academic or professional community, making a contribution to internal/external networks to facilitate the development of the discipline.
RIA5	You carry out effective PhD student supervision, where appropriate.
RIA6	You contribute to the strategic direction of research and innovation within your school, faculty or subject area.
RIA7	You have a sustainable research plan for research which reflects the University's direction.
RIA8	You make a high quality contribution to taught student provision and the student experience, providing effective personal tutoring or other support and guidance to students.
RIA9	You provide leadership and direction to a body of people or an area of work.

#### Section B

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

RIB1	You engage in translational activity with demonstrable impact.
RIB2	You deliver external collaborative research, innovation or knowledge exchange through your work with organisations, industry, government, public and third sectors or other equivalent groups or networks.
RIB3	You have developed or managed modules, programmes or co-curricular activities and review and develop the curriculum.
RIB4	You have contributed to the direction of teaching, learning and assessment policy and practice within the discipline or subject area.
RIB5	You contribute to the quality of the student experience making a positive impact on student learning.
RIB6	You contribute to the direction of teaching and learning within the school, faculty or discipline.

RIB7	You have contributed to public or education engagement activities within your academic area.
RIB8	You actively participate in groups and committees within the University to influence strategic requirements and priorities.
RIB9	You have led a significant strategic innovation, facilitating effective working between areas and managing resources and/or staff.
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