

Faculty of Engineering

The panel will take into account part time working and career breaks when assessing each criterion.

Grade	Criteria reference	Criterion Description	Local Guidance/Benchmark	Examples
8	RIA1	You have a growing reputation for innovative research or for the application, translation and impact of your research beyond the academic arena	Evidence that your research or professional achievements are recognised as significant by others in the academic community and/or by stakeholders in industry/government. You should be able to show you are building a national reputation and that your work has growing potential for international influence.	This can include: <ul style="list-style-type: none"> • Building relationships via networking with the research community nationally or internationally • Giving advice to Government agencies • Involvement in regional or national working groups • Serving an advisory role and/or building relationships with industry • Invitations to give presentations • Invitations to join project groups and/or proposal writing teams • Successful patents • Consultancy • Contribution to national/international guidance for government
	SEA1	You are recognised within your faculty or school for high quality delivery, development and innovation in taught	Evidence that your taught student education is recognised by others in the academic community and/or by stakeholders in industry/government. You should be able to show how this in innovative and of high quality standing	This can include: <ul style="list-style-type: none"> • Nominated for a partnership award

		student education and the student experience		<ul style="list-style-type: none"> • Outreach activities such as; community engagement/widening participation activities/information • Involvement in SWJT teaching experience/content • Contribution to international summer school activities • Involvement in ODL development • Called as external examiner for UG, or PG taught courses
	SEB3	You engage in external collaboration, in an aspect of you academic role	Clear evidence of what and how you have been proactively involved in external collaboration and activities outside the University	<p>This could include;</p> <ul style="list-style-type: none"> • Teaching developments in industry • Developing student recruitment opportunities with partnerships • Partnership engagement, such as UTC
	RIA2 & SEB4	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.	<p>It is expected, for example, those staff on grade 7 roles would show evidence of gaining some income to support their research activity. Clear evidence of continued application for external funding with some success as principal or co-investigator/or major co-author in securing research funding. Applications for resources in the form of internal awards/grants will also be taken into consideration.</p>	<p>Significant contributions to writing research grant proposals and/or securing small grants to fund, for example, studentships, internships, small projects, travel or equipment.</p> <p>T&S resources may include: Business engagement and successful negotiations for resources from industry/companies to:</p>

				<p>-undertake teaching-related studies/activities</p> <p>host presentations</p> <p>-sponsor events</p>
	RIA3 & SEB5	You have successfully undertaken a programme of original research and have a record of disseminating your research in quality publications or other media	<p>We would expect at least one high quality journal or approved conference paper per year, or other recognised output, averaged over the past four years.</p> <p>Outputs should demonstrate the potential to be internationally leading.</p> <p>The quality of the journal, level of collaboration and input by the candidate will be considered.</p> <p>The Faculty normally expects to see:</p> <ul style="list-style-type: none"> • Outputs such as papers, reports and industrial engagement which are of international quality • A track record of research and a clear research trajectory <p>For multiple author papers please outline your contribution to the papers.</p> <p>Note; may include pedagogical research</p>	<p>*Note: - it is not possible to list journals (or conferences), however applicants should make reference to their publications and whether or not these are in internationally recognised journals or the most competitive conferences with rigorous peer review of full papers. The rationale for publishing in the selected journals should be provided.</p>
	RIB6 & SEB1	You conduct research, systematic investigation or other ongoing academic activity relating to learning and teaching	You should be able to show evidence on how you have disseminated the outcome of your research/investigation and/or how it has changed educational practice in your school.	<p>Publication in education focused journals or other outlets.</p> <p>Presentation at Learning & Teaching conferences.</p> <p>Evidence how an investigation has led to a significant change in module/programme delivery or student education policy.</p>
9	RIA1	You have an established reputation for innovative research or for the application, translation and impact of your research beyond the academic arena	Evidence of achievements consistent with an established national and emerging international reputation as an independent researcher or through applications of your own research. Your application should be explicit about your contributions.	An on-going programme of original research and/or its application. Esteem may be evidenced by commissioned publications – contribution to organising successful key

			In addition the candidate would be expected to have taken a leading and innovative role in one of the Faculty's/Universities research groups.	conferences, workshops or collaborative research programmes - invitations to participate in significant conferences - responsible for initiating a significant new line of research - invitations to give research seminars externally. Reviewing of grant applications
	RIA2 & SEB4	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.	Generation of research income at a level to support researchers over a sustained period, i.e. more than one significant research council grant or similar, typically within four years would have to be secured.	Grants/fellowships awarded by: Research Councils / or industry, government related bodies/organisations, charities. Award of a LITE fellowship Being a co-Investigator on a large grant would be an acceptable example where it is demonstrated that the applicant led a distinct strand that attracted resources to support researchers.
	RIA3 & SEB5	You have a sustained record of academically excellent research outputs as evidenced within an international context	Original peer reviewed papers in key journals or other outlets appropriate to the discipline with typically 2 outputs per annum averaged over a 5-year period. It is expected that at least half of your outputs would be independently rated at 3* and 4* (REF criteria) or otherwise identified as being in the top publications in your field or appropriate to the application of your research. You will be lead author/investigator or lead for a distinctive part of interdisciplinary papers.	Evidence by record of publications in high quality journals/outlets. The panel will consider the quality of the journal according to the discipline and peer group. Significant contribution to a high quality REF impact case study
	SEB1	You have developed and led a programme of high quality research, systematic investigation or other	The innovative application of the most current knowledge of a discipline or professional specialism to broader activities and practise,	The production of a textbook or other teaching materials which are widely adopted. A teaching-oriented book or

		ongoing academic activity relating to learning and teaching	communicated in ways which are validated by peers and influence others beyond the Institution.	series of papers resulting from a programme of research or investigation e.g. on research methods. Publications about teaching methods for the discipline in appropriate journals. Dissemination of pedagogical developments/teaching methods at national conferences.
	SEB2	You have contributed to public or education engagement activities within your academic area	Explain how you as an individual have proactively helped to raise the profile of the University or your own academic area through your activity. This should be multi-disciplinary activity of strategic importance to the University	-acting as a discovery theme team leader -Promoting your area of research via industry and business partnerships, e.g. UCT...i.e. ?? - Participation in Association of Civil Engineering Departments or similar, representing the University and leading educational developmental activities - Contribution to professional institution's student education programmes, such as national competitions, outreach programmes, etc.
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	Candidates are expected to demonstrate their international reputation, through indicators of esteem appropriate to the discipline, including being invited to join external committees, conferences, etc.	Invited presentations and Chairing of seminars/conferences (UK and international universities).

			Evidence should demonstrate the candidate being recognised internationally for producing a body of work that is recognised as very good with some elements of 'excellence.	Involvement in Editorial board of International journal. Member of organising committee for international conference. Advising local and international Government committees. External Examiner for research degrees (national and international). Advising national/international research funding bodies.
	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	Continued success in winning significant external research awards or other on-going funding, possibly as part of collaborative cross disciplinary teams but with a clear leading role within that team. As appropriate this will have allowed you to sustain a research group consistent with delivering your research plans and/or its application. The scope and value of awards will be as appropriate to the discipline and should be related to current and future school research strategy.	Major research bids may include: a significant EU proposal, a response to a research council call, a large responsive mode bid; Joint industrial projects (JIPS); large industrial grants. (This is not an all-inclusive list and candidates may be able to suggest other examples).
	RIA3	You have a distinguished record of academically excellent research outputs as evidenced within an international context	Original peer reviewed papers in key journals or other outlets appropriate to the discipline with typically 2 outputs per annum averaged over a 5-year period with outputs independently rated at 3* and 4* (REF criteria) or otherwise identified as being in the top publications in your field or appropriate to the application of your research. You will be lead author or lead for a distinctive part of interdisciplinary papers. You should show evidence of sustained output in high quality journals and/or higher impact or volume: we expect a larger body of internationally leading research than is required for Grade 9	High quality international publications in the relevant discipline, as measured by impact. Again these are too numerous to list; candidates are expected to make reference to their discipline and their rationale for choice of publisher. Significant contribution to a high quality REF impact case study.

	RIA4	You play a significant role in the wider academic or professional community and have influence over the strategic direction of future research	Candidates must demonstrate how their research has influenced, or had an impact on the research direction/or how their research has changed professional communities	Research Council or Professional body subject or policy groups. External interview panels. Government panels. Influencing the definition of research agendas within your field. Professional guidance or policy authorship
	RIA9 & SEA9	You are externally recognised by peers as an academic leader in your field	Candidates should show how they have had influence and are recognised externally at an international level.	Evidence of being invited to sit on various external groups/committees as a recognised academic leader in their own field, for example, providing advice to government / policy making bodies; high level membership of professional bodies. Invited presentations at significant meetings/conferences. Award of prizes or similar marks of recognition. Engagement with HEA, HEFCE and TEF panels
	SEB7 & ALB6	You have a sustained record of academically excellent research outputs as evidenced within an international context	Typically 2 high quality journals or approved conference papers per year averaged out over the past four years on top of a body of high quality research. The quality of the journal, level of collaboration and input by the candidate will be considered alongside the publication rate.	Journal papers; Paper describing innovative research with multiple authors from more than one country, but clarity of substantial contribution by UoL staff clearly evident, and the outcome being taken up by other researchers or application field, including patents and spin outs. *Note; where someone has a particularly high leadership role, this will be taken into account

	SEB5	You have initiated and led other external collaboration in any aspect of your academic role	Detail what your individual contribution was to the external collaboration and how you led the collaboration, explaining the impact this has had for the School and University and your own academic area	SWJT collaborations Industry and external business partners collaborations e.g. UCT
	SEA9, RIA9, ALA4	You play a significant role in the wider community are externally recognised by peers as an academic leader	Evidence of being invited to sit on various external groups/committees as a recognised academic leader in their own field. Demonstrate the impact and benefits to the University of your membership on such groups/committees.	Providing advice to government / policy making bodies; high level membership of professional bodies. Award of prestigious prizes or similar marks of recognition.
	ALA8	You have a sustained record of research activity which is externally recognised with appropriate dissemination of the outputs	At least one high quality journal or approved conference paper per year averaged out over the past four years on top of a body of high quality research. The quality of the journal, level of collaboration and input by the candidate will be considered alongside the publication rate.	High quality international publications in the relevant discipline, as measured by impact. These are too numerous to list; therefore candidates are expected to make reference to their discipline and whether or not these are internationally recognised journals giving their rationale for choice of publisher, Top international conferences as approved by School Research Committee.