

## Faculty of Environment

In your application, you are asked to make clear disciplinary norms: for example add the impact factor of the journals you publish in, and if it is common to have many authors on a paper explain why this is so and explain the role that you take in key papers.

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
<b>8</b>	RIA1	You have a growing reputation for innovative research or for the application, translation and impact of your research beyond the academic arena	This can include: <ul style="list-style-type: none"> <li>• Building relationships via networking with the research community nationally or internationally</li> <li>• Giving advice to Government agencies</li> <li>• Involvement in regional or national working groups</li> <li>• Serving an advisory role and/or building relationships with industry</li> <li>• Invitations to give presentations</li> <li>• Invitations to join project groups and/or proposal writing teams</li> </ul>	
	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.	This can include: <ul style="list-style-type: none"> <li>• Making a significant contribution to a successful funding bid</li> <li>• Securing a range of small grants to fund, for example travel or equipment</li> </ul>	Examples might include Research Councils, EU British Academy and travel research exchanges or networks. (This is not an all-inclusive list and candidates may be able to suggest other examples).
	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	The Faculty normally expects to see: <ul style="list-style-type: none"> <li>• Outputs such as papers, reports and industrial engagement which are of international quality</li> <li>• A track record of research and a clear research trajectory</li> </ul>	

	RIB6 & SEB1	You conduct research, systematic investigation or other ongoing academic activity relating to learning and teaching	You should be able to evidence how you have used the outcomes of research related to learning and teaching, to inform your teaching and how you have been able to feed this into the planning and review of learning and teaching at programme level.	
<b>9</b>	RIA1	You have an established reputation for innovative research or for the application, translation and impact of your research beyond the academic arena	The Faculty normally expects to see: <ul style="list-style-type: none"> <li>• Invitations to give conference presentations and/or keynote speeches beyond your own subject niche</li> <li>• Outside Social Science fields there is an expectation that impact is more likely to be demonstrated beyond dissemination through journals and/or is influencing industrial practise.</li> </ul>	Policy briefs; industrial briefing notes; invitations to join parliamentary discussions; invitations to join fieldwork teams on major expeditions/research cruises, and invitations to join consortium work either at proposal or post award stage. (This is not an all-inclusive list and candidates may be able to suggest other examples).
	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.	This would normally involve success over a sustained period in being awarded a significant number of small grants or more than one large grant/contract at a level to support postdoctoral research.	
	RIA3 & SEB5	You have a sustained record of academically excellent research outputs as evidenced within an international context	The Faculty expects to see significant and sustained publications/work with impact on the relevant field of science.	
	SEB1	You have developed and led a programme of high quality research, systematic investigation or other	The types of evidence that might be appropriate include: <ul style="list-style-type: none"> <li>• An award of a teaching fellowship, such as University Student Education Fellowship or</li> </ul>	

		ongoing academic activity relating to learning and teaching	<p>recognition as a Higher Education Academy Fellow</p> <ul style="list-style-type: none"> <li>• A teaching related grant</li> <li>• Publications about teaching methods for the discipline in appropriate journals</li> <li>• Dissemination of teaching methods at conferences, such as the Annual University Student Education Conference, workshops and seminars covered by LITE</li> <li>• Positively influencing the student experience as evidenced through student feedback</li> </ul>	
<b>10</b>	RIA1	You have a sustained international reputation for innovative research or for the application, translation and impact of your research beyond the academic arena	<p>Research reputation is interpreted as being internationally recognised in research (that is producing research of a quality and influence to stand alongside the best research in the field). Evidence should demonstrate that the applicant has a sustained reputation for international excellence.</p>	<ul style="list-style-type: none"> <li>• Invitations to deliver keynote lecturers in high-status (usually international) academic and, as appropriate, professional activities</li> <li>• Member of expert committees such as in university reviews, Government enquiries etc</li> <li>• External examiner for research degrees</li> <li>• Membership of editorial committee of significant publications in field</li> <li>• Visiting position elsewhere</li> <li>• Industrial sabbaticals such as Royal Society Fellowship Scheme</li> <li>• Citation by scholars working at the forefront of the field</li> <li>• Sustained and successful PGR supervision.</li> </ul>

	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	Individuals should be able to evidence leadership in the generation of research income at a level to support research teams or project groups over a sustained period.	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	The emphasis is on a shift to higher quality publications over a sustained period. Profiles should include a significant number of outputs in the most rigorously peer-reviewed journals with evidence of impact on the discipline.	
	RIA4	You play a significant role in the wider academic or professional community and have influence over the strategic direction of future research	Individuals must demonstrate how their research has influenced, or had an impact on the research direction of others/the academic community/leading programmes/highlighted topics.	Holding leadership or senior roles on bodies (e.g. research council strategy panels) that have a major strategic impact upon the direction of future research.
	RIA9 & SEB1	You are externally recognised by peers as an academic leader in your field		<ul style="list-style-type: none"> <li>• Representing the academic community, or acting as an expert or adviser on Research Council Panels, Government Committees, EU-bodies, International Assessment/Programme Committees or equivalent</li> <li>• Award of prizes or other similar marks of recognition, such as National Teaching Fellowship</li> <li>• Evidence of role as convenor /co-convenor of</li> </ul>

				<p>workshops/symposia at major international conferences</p> <ul style="list-style-type: none"> <li>• External examiner for other institutions for UG and /or PGT</li> <li>• Invitations to give input to professional accreditation of programmes at external institutions</li> <li>• Formally mentoring colleagues internal and external to the University.</li> </ul>
	SEB7 & ALB6	You have a sustained record of academically excellent research outputs as evidenced within an international context	The Faculty expects to see a profile of significant and sustained publications/work with international impact on the relevant field of science. The quality of the journal, level of collaboration will be considered alongside the publication rate.	These are too numerous to list so candidates should make reference to their publications relevant to their discipline and whether or not these are internationally recognised journals, in the top quartile of the field and , if not, the rationale for publishing in other journals.
	ALA4	You play a significant role in the wider community are externally recognised by peers as an academic leader	<ul style="list-style-type: none"> <li>• Representing the academic community, or acting as an expert or adviser on Research Council Panels, Government Committees, EU-bodies, International Assessment/Programme Committees or equivalent</li> <li>• Award of prizes or other similar marks of recognition, such as Senior or Principal Fellow of the HEA</li> <li>• Evidence of role as convenor /co-convenor of workshops/symposia at major international conferences</li> <li>• Formally mentoring colleagues external to the University.</li> </ul>	

	ALA8	You have a sustained record of research activity (which might be pedagogic research) which is externally recognised with appropriate dissemination of the outputs	The Faculty expects to see a publication profile of leading international journals or equivalent.	These are too numerous to list so candidates should make reference to their publications relevant to their discipline and whether or not these are internationally recognised journals, in the top quartile of the field and , if not, the rationale for publishing in other journals.
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