

Medicine – Non-Clinical

Grade	Criteria	Criteria specific	Local Guidance/Benchmarks	Examples
8	B3 Core Research	Secured the resources necessary to underpin research activity, with success as appropriate to the discipline.	This would include evidence of contributions towards the submission of successful research grant applications, possibly also involving other applicants.	
	F2 Enhanced Research	Demonstrated a record of continuing dissemination of original research in quality publications or other media and/or providing evidence of success in securing resources to underpin research activity.	In Medicine, this might be the equivalent of approximately one publication annually in peer reviewed journals with a high impact factor in the candidate's field of expertise.	
9	B2 Core Research	Demonstrated a record of attracting the resources necessary to underpin research activity, with some success as appropriate to the discipline.	In Medicine, this might include participation as a co-applicant in a successful research grant application.	
	B4 Core Research	Disseminated the results of research through appropriate written, oral or other media both internally and externally to the University. This will include a record of regular and continuing publication of original research in quality publications or equivalent.	Regular publication (e.g. annually) in a peer-reviewed journal with a high impact factor in the candidate's field of expertise.	
	F2 Enhanced Research	Demonstrated a sustained programme of research activity and a continuing track record of	In Medicine, the Promotions Panel would be looking for evidence of a national standing as a research worker, for example by invitations to	

		dissemination of original research in high quality publications or other media.	<p>speak at national or international meetings, major national or international research collaborations, involvement in organisation or presentation at conferences. Publication output would be expected to include evidence of the ability to publish in top-ranking international journals in the candidate's field.</p>	
	F4 Enhanced Research	<p>Provided evidence of continued success in obtaining significant research funding or other resources to underpin research, as appropriate to the discipline, though competitive and peer reviewed process.</p>	<p>The award of important research funding (either freestanding or ad hominem), where the candidate has been the principal or sole applicant, and can demonstrate that he/she has provided the main intellectual input to the applications. Examples might include the award of one or more project grants from a major research funding body.</p>	
	G1 Enhanced Scholarship	<p>Developed and lead a programme of high quality research, systematic investigation or other ongoing academic activity relating to learning and teaching.</p>		

***** The statements in this column are illustrative examples of the type of achievement that will be looked for. They do not constitute an exhaustive list and should serve as a guide only.**

Additional Info to Consider

In the case of non-clinical academic staff (who may be working predominately in research), opportunities for clinical teaching are in many cases likely to have been very limited. Many non-clinical staff within the School of Medicine will have been employed specifically to undertake research, with little, or no, expectation that they should take part in undergraduate or postgraduate teaching.

Other non-clinical academic staff will have been employed to work predominately in learning and teaching with limited opportunities to undertake

research.

The Promotions Panel will balance the need to recommend promotion according to the published University criteria against these special factors that make assessment against the standard yardstick difficult.

The panel will take into account part time working and career breaks for all candidates.