

**Promotion Benchmarks  
School of Medicine  
G8 & 9 & 10 – Academic and Clinical Academic**

*The panel will take into account part-time working, career breaks and academic job plan allocation when assessing each criterion*

Grade	Criteria reference	Criterion Description	Context	Local Guidance/Benchmark	Examples <sup>1, 2</sup>
8	RIA1	You have a growing reputation for innovative research or for the application, translation and impact of your research beyond the academic arena	<i>Explain how your reputation for innovative research is developing within your field or explain how your application and translation of your own research beyond the academic arena has had impact.</i>	A significant indicator of external recognition.	<p><b><u>Biomedical Sciences</u></b> Invitation to talk on your work at a major European or USA conference in the past 3 years.</p> <p><b><u>Applied Health</u></b> Examples may include one or more of the following: a) Invitation to talk at an international conference (or key methodology scientific meeting) in the past three years, b) Member of an independent research oversight committee or national strategic group (eg NIHR CRN Clinical Specialty Group), c) Invitation to write commentary /opinion piece for high quality journal on topic of own academic expertise, d) Citation in high quality guidelines/engagement with national policy.</p> <p><b><u>Student Education</u></b> Presentations at conferences, e.g. HEA or AMEE/ASME. Consultancy invitations for international medical</p>

<sup>1</sup> These examples are provided to help individuals as they prepare their application for promotion, but are by no way an exhaustive list. Applicants are strongly advised to seek advice and support in preparing an application which may include discussing examples individual to them. Support is available from line managers, Heads of School/ Institute, mentors, promotions advisors and human resources.

<sup>2</sup> For individuals working in the **applied health field** contribution may be through their expert/methodological role in multidisciplinary teams, evidenced by their research portfolio in their field

					programmes/external professional responsibilities in education.
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.	<i>Describe your contribution to a growing portfolio of obtaining resources as appropriate to the discipline (for example but not restricted to external funding, internal awards/grants, access to an archive, building resources). Note: as there is an increasing and welcome focus by the University on collaborative and potentially interdisciplinary research, individual contributions as part of a team are entirely appropriate and can be used as evidence – please ensure you describe your distinctive contributions to research, grant applications and publications arising from these collaborations.</i>	Emerging reputation as a PI or lead in an important field of research evidenced through a nationally-funded project grant or external fellowship led by you for your research.	<p><b>Biomedical Sciences</b> PI or lead on a 3-year Research Grant or a current external fellowship (e.g. MRC Career-Development Award).</p> <p><b>Applied Health</b> Significant contribution to a grant as Co-I or with a defined contribution to a grant led by a senior colleague. <i>Possible funders include: NIHR/ MRC/charity/industry or a current external Post-Doctoral Fellowship Award (eg NIHR TCC).</i></p> <p><b>Student Education</b> Obtaining external funding for activities such as: studentships, small projects, travel grants, seminar series.</p> <p>Significant contribution to a grant as Co-I or with a defined contribution to a grant led by a senior colleague. Possible funders include HEA, AMEE, ASME, IAMSE HEFCE, HEE.</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.	<i>Describe your involvement in a programme of original research or innovation, and your specific responsibilities and explain how you have made a sustained contribution to a research area through your outputs. Evidence should include development of appropriate research methodologies to address specific research questions. Note: other forms of output can include awarded patents.</i>	Emerging reputation as a PI or lead in an important field of research evidenced through a body of completed original high-quality research led by you and published in competitive peer-reviewed journals and receiving recognition by independent external investigators.	<p><b>Biomedical Sciences</b> A portfolio of publications, which should include at least 1 highly cited full original research paper published in a high quality journal in the past 3 years as leading senior and corresponding author for work for which you have been PI or lead.</p> <p><b>Applied Health</b> A portfolio of publications, which should include at least 1 full high quality original research paper in your area of expertise, to which you have made a</p>	

					<p>substantial academic contribution which is internationally excellent in terms of originality, significance and rigour in the past 3 years.</p> <p><b><u>Student Education</u></b> A portfolio of publications in internationally recognised journals.</p> <p>Dissemination of activity can also include book chapters, innovative teaching materials, and policy reports where appropriate for the individual and their area of research/scholarship.</p> <p>For scholarly or education outputs you should demonstrate how your work is innovative, occupying a space not currently populated (i.e. Apps, eBooks, on a novel area that are developed in line with educational best practice), demonstrating international impact which has ultimately lead to a change in practice.</p>
RIB6 & SEB1	You conduct research, systematic investigation or other ongoing academic activity relating to learning and teaching	<i>Evidence for this criterion can relate to learning and teaching approaches specific to the discipline or more generally, research which may include action research.</i>	Demonstrate a significant contribution to education projects that have a direct influence on students in your area, with evidence of how you have disseminated the outcome of your research/investigation and how it has changed practice in your school / Institute.	<p>The investigation/scholarship activity has led to a significant change/adoption of practice in module/programme delivery or student education policy within the school.</p> <p>Presentation at Learning &amp; Teaching conferences.</p> <p>Publication in education focused journals or other outlets. Actively participating in curriculum development groups within the school leading to change being implemented and evaluated.</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	<i>Explain how your reputation for innovative research is developing within your field or explain how your application and translation of your own research beyond the academic arena has had impact.</i>	Indicators of external recognition.  For individuals working in the applied health field contribution may be through their expert role in multidisciplinary teams, evidenced by their research portfolio in their field.	<p><b>Biomedical Sciences</b> At least 3 invitations to talk on your work at a major European or USA conference in the past 3 years.</p> <p>Editorial board member for an internationally renowned journal.</p> <p><b>Applied Health</b> Examples may include one or more of the following in the past three years: a) Invitations to talk at key international or methodology scientific meetings, b) Member of an independent national research oversight committee, c) Member national strategic group (eg NIHR CRN Clinical Specialty Group), d) Citation in high quality guidelines, e) National/international policy/practice change.</p> <p><b>Student Education</b> Esteem may be evidenced by invitations to be a member of a curriculum development/review activities in your area of expertise in the past three years at national or specialty level. Examples include being a member of working group reviewing outcomes frameworks led by Royal Colleges, Faculties, PSRBs national work for Health Education England such as on Widening Participation initiatives.</p> <p>Outputs of research / scholarship / curriculum innovation cited by others.</p>
	RIA2	You have played a lead or other clearly identified role in	<i>You have played a lead or other</i>	Increasing reputation as a PI or Co-1 or lead in an important field	<p><b>Biomedical Sciences</b> A portfolio of research grants, including</p>

<p>&amp; SEB4</p>	<p>obtaining the resources to successfully undertake significant research projects, which may be through bids for grants or other awards as appropriate to the discipline.</p>	<p><i>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.</i></p>	<p>of research evidenced through an increasing portfolio of competitive project grants (or 5-year programme equivalent) led by you for your research.</p>	<p>PI/lead on at least 2 current substantive grants of at least 3 years' duration (eg charity grants e.g. from Arthritis Research UK and an MRC grant)</p> <p><b><u>Applied Health</u></b> A portfolio of research grants, including PI/lead or supervising methodologist, or major independent contributor on at least 2 current substantive grants of at least 3 years' duration.</p> <p><b><u>Student Education</u></b> A portfolio of successful funding for projects of two to three year duration from recognised funders in medical /healthcare education, such as HEFCE, AMEE, IASME, HEE, Royal Colleges, leading to curriculum change, wide dissemination of results or demonstrating educational impact.</p>
<p>RIA3 &amp; SEB5</p>	<p>You have a sustained record of academically excellent research outputs as evidenced within an international context</p>	<p><i>Please evidence that your outputs are recognised internationally and are regarded as academically excellent within this arena. For promotion to Associate Professor you will need to demonstrate a 'sustained' record of this which can be done by showing that your outputs have started to influence the research taking place in your field.</i> <i>Outputs are considered to include all appropriate formats for the discipline, and may include collaborative and/or interdisciplinary outputs where you can evidence a distinctive academic contribution.</i> <i>In providing this evidence you may want to focus on the 7 principal</i></p>	<p>Increasing reputation as a PI or lead in an important field of research evidenced through a substantial body of completed research led by you and published in competitive journals and receiving strong recognition by independent external investigators.</p>	<p><b><u>Biomedical Sciences</u></b> A portfolio of publications, which should include at least 2 highly cited full original research papers published in high quality journals in the past 3 years as leading senior and corresponding author for work for which you have been PI or lead.</p> <p><b><u>Applied Health</u></b> A portfolio of publications, which should include at least 2 full original high quality research papers published in a high quality journal to which you have made a substantial academic contribution which is internationally excellent in terms of originality, significance and rigour in the past 3 years.</p>

			<p><i>outputs you have outlined within your application form.</i></p> <p><i>Alternatively, please provide evidence of how you have developed potential impact case studies to a similar standard.</i></p>		<p><b><u>Student Education</u></b></p> <p>Evidence of a track record of high quality output sustained over a period of 5 years (e.g. one paper/or equivalent per year).</p> <p>Typical outputs could be original peer reviewed papers in key journals or other appropriate outlets that are appropriate and with international reach in the field of medical education e.g. AMEE guides.</p> <p>You will be lead author or lead for a distinctive part of interdisciplinary papers.</p> <p>Other outputs may include symposia and international conference presentations, or workshops, seminars.</p>
SEB1	<p>You have developed and led a programme of high quality research, systematic investigation or other ongoing academic activity relating to learning and teaching</p>	<p><i>Evidence can include pedagogy research and scholarship activities, portfolio of postgraduate supervision</i></p>	<p>The application of the most current knowledge of a discipline or professional specialism to broader activities and practise, communicated in ways which are validated by peers and influence others beyond the Institution.</p>	<p><b><u>Student Education</u></b></p> <p>The production of a textbook other teaching materials which are widely adopted.</p> <p>A teaching-oriented book or series of papers resulting from a programme of research or investigation e.g. on research methods.</p> <p>Publications about teaching methods for the discipline in appropriate journals.</p> <p>Dissemination of pedagogical developments/teaching methods at national conferences.</p> <p>Portfolio of postgraduate supervision as appropriate to peer group. External examiner invitations.</p> <p>Contributing membership of a local or</p>	

					national society's education committee which has produced policy documents or publications relating to healthcare syllabi.
10	RIA 1	You have a sustained international reputation for innovative research or for the application, translation and impact of your research beyond the academic arena	<i>Explain how your research has been recognised for its quality and innovation by other (leading) researchers in your field internationally or explain how your application and translation of your own research beyond the academic arena has had a defined impact.</i>	Major indicators of external recognition.	At least 5 examples of activity evidencing esteem such as: a) Invitations to talk at key international conferences (or key methodology scientific meeting), b) Editor in chief or editorial board of significant publications in your field, c) Organising and chairing sessions, or giving plenary or keynote lectures, d) Membership of expert committees (eg NICE or NIHR Advisory Board or national grant panel (NIHR, MRC or equivalent), invited expert for GMC e.g. medical licencing assessment).
	RIA 2 & SEB 6 & ALB 2	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	<i>Please describe how you have successfully developed and managed major research projects. As part of this describe the resources required to undertake the projects and the role you played in securing these.</i>	Increasing international reputation as a leader in an important field of research evidenced through substantial current competitive long-term programmatic and project external funding led by you as PI or lead for your research.	<b><u>Biomedical Sciences</u></b> A portfolio of research grants, including a current 5-year PI or lead programme grant and a 3-year project grant.  <b><u>Applied Health</u></b> A portfolio of research grants, including PI on at least one 5- year grant such as a Programme grant or multi-centre RCT and/or PI/lead or supervising methodologist on at least 3 current substantive grants of at least 3 years duration.  <b><u>Student Education</u></b> Internationally leading work in curriculum development or capacity building in an international context – e.g. programmatic assessment in

					medical education, technology enhanced learning with commensurate high impact publication in medical education journals.
RIA 3 & SEB 7 & ALB 6	You have a distinguished record of academically excellent research outputs as evidenced within an international context	<p><i>Please evidence that your outputs are recognised internationally across your field and are regarded as academically excellent within this arena. For promotion to Chair you will need to demonstrate a 'distinguished' record of this which can be done by showing how you have sustained this quality over multiple outputs (as appropriate to your discipline) and that your outputs have shaped the research agenda in your field.</i></p> <p><i>Outputs are considered to include all appropriate formats for the discipline, and may include collaborative and/or interdisciplinary outputs where you can evidence a distinctive academic contribution.</i></p>	Increasing international reputation as a leader in an important field of research evidenced through a substantial body of completed research led by you as PI or lead and published in the most competitive journals and receiving strong recognition by independent external investigators.	<p><b><u>Biomedical Sciences</u></b> An established, sustained publication record that includes at least 3 highly cited full original research papers published in high quality journals in the past 3 years as leading senior and corresponding author.</p> <p><b><u>Applied Health</u></b> A portfolio of publications, which should include at least 3 full original high quality research papers published in a high quality journal to which you have made a substantial academic contribution which is internationally excellent in terms of originality, significance and rigour in the past 3 years.</p> <p><b><u>Student Education</u></b> A nationally or internationally recognised portfolio of sustained education scholarship/ research with external markers of esteem e.g. President of (national and international) Associations, award of Fellowships by Distinction (in education) by Royal Colleges or Faculties.</p>	
RIA 4	You play a significant role in the wider academic or professional community and have influence over the strategic direction of future research	<i>Describe the roles have you played in your wider academic or professional community and how have these allowed you to influence the strategic direction of future research in your field.</i>	Representing the academic community, or acting as an expert, on Research Council Committees and Panels, Government Committees, EU-bodies, universities, and other	<p><b><u>Biomedical Sciences and Applied Health</u></b> Organising and chairing sessions, or giving plenary or keynote lectures.</p> <p>Editor in chief or of significant</p>	



				bodies.	<p>publications in your field. Membership of expert committees (eg NICE or NIHR Advisory Board or MRC grant panel).</p> <p>Research Council or Professional body subject or policy groups.</p> <p>External interview panels.</p> <p>Government panels.</p> <p>Influencing the definition of research agendas within your field, eg establishing a Doctoral Training Programme.</p> <p><b><u>Student Education</u></b> An established reputation as an educationalist, with invitations to join national and international decision making/consultative bodies in your sphere of expertise. Invitations to lead and /or Chair consultations on curriculum change/professional development in your field.</p>
RIA 9 & SEB 1	You are externally recognised by peers as an academic leader in your field	<i>Describe how you have contributed as a leader in a particular academic field and the impact of that contribution (this may be in formal or informal roles). Note: evidence for your recognition as an academic leader will also be taken from referees' comments.</i>	Representing the academic community, or acting as an expert or adviser, on Research Council Panels, Government Committees, EU-bodies, to universities, and other bodies. Coordinating large initiatives.	Evidence for this will in part be taken from external references. Indicators may include active membership of grants panels, invitation to coordinate initiatives, keynote presentations at conferences and meetings, membership of expert panels, e.g., RCUK Councils, policy making panels, Government Enquiries, invitations to participate in regulatory body activities and consultancy.	
ALA 4	You play a significant role in the wider community and are	<i>Describe how you have contributed as a leader in a</i>	Representing the academic community, or acting as an	Grants panels. Invitation to coordinate initiatives. Keynote presentations at	

		externally recognised by peers as an academic leader	<i>particular academic field and the impact of that contribution.</i>	expert or adviser, on Research Council Panels, Government Committees, EU-bodies, to universities, and other bodies. Coordinating large initiatives.	conferences and meetings. Expert panels, e.g., RCUK Councils, policy making panels, Government enquiries, invitations to participate in regulatory body activities and consultancy.
ALA 8		You have a sustained record of research activity (which might be pedagogic research) which is externally recognised with appropriate dissemination of the outputs	<i>Explain how your research activity has international recognition and how you have disseminated the outputs.</i>	Original peer reviewed papers in key journals or other venues appropriate to the discipline.	Invitations to lead major consultative projects such as the establishment of new routes to qualification; Chair expert review panels, confidential enquiries, Chair government or professional body consultations.

***NB: Clinical Academic Staff***

***It is recognised that clinical academic staff have a broad portfolio of activity, dividing their time (normally broadly equally) between clinical (NHS) and academic commitments. As a consequence time available for activities on which criteria depend is curtailed. The promotions panel will balance the need to recommend promotion according to the published University criteria against this context.***