

Expectations of achievement for UAFs (updated 6th May 2016) – Cohort 2 onwards

UAFs will be appointed to grade 8 posts and be expected to achieve a level of performance consistent with confirmation into a substantive grade 9 (Associate Professor) role on the successful completion of a five year, two stage supportive probation plan. The framework below indicates appropriate objectives for a 5-year plan. For some Fellows, e.g. those with significant prior experience or who are able to progress at a faster rate, early completion of probation over a shorter period may be appropriate – in such cases the timing of the stages may be adjusted by agreement between the Fellow and the appropriate Head of School either from the outset or at annual review meetings during the probationary period.

All Staff		3 years	5 years
General/ University values	All staff are expected to operate in line with the University values and standards	<p>Meet all personal Health and Safety responsibilities and those for any staff or students you supervise.</p> <p>Demonstrate behaviour consistent with the University's values and standards including the dignity and mutual respect policy, equal opportunities standards and the leadership behaviours.</p> <p>To engage with the cohort of other UAFs appointed under this scheme and specific training and events provided</p>	<p>Meet all personal Health and Safety responsibilities and those for any staff or students you supervise.</p> <p>Demonstrate behaviour consistent with the University's values and standards including the dignity and mutual respect policy, equal opportunities standards and the leadership behaviours.</p>

Core Activities	Criteria	3 years	5 years
Research and Innovation			
RIA1 and RIA4	You have an established reputation for innovative research or for the application, translation and impact of your research beyond the academic arena.	Develop national profile consistent with being recognised as a 'specialist' within their field	<p>Evidence external recognition as an independent researcher at international level within research area</p> <p>Regular attendance (or representation by group members) at international</p>

Core Activities	Criteria	3 years	5 years
	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	Two posters or oral presentations accepted at international conferences (may be presented by group members)	conferences and meetings relevant to field. One invitation to talk at an international conference in each 2 year period.
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.	<p>Submit at least 2 PI (or lead discipline Co-I on multi-disciplinary grants) internally-reviewed significant grants, e.g. an advanced fellowship bid</p> <p>Winning at least one substantial 3-year grant or equivalent that includes salary for research staff as PI (or lead discipline Co-I on multi-disciplinary grants) - as appropriate to the Faculty benchmarks.</p> <p>Have developed clear 'pathway to impact' statements that are part of grants held by fellow or the production of a specific impact pathway statement of their own. Supported through UAF development programme.</p>	<p>Continued record of grant applications including at least one grant application p.a. as PI (or lead discipline Co-I on multi-disciplinary grants)</p> <p>Record of grant funding equivalent to Faculty benchmarks</p> <p>Demonstrate delivery on pathways to impact set in grants or otherwise of generation of actual impact from original research</p>
RIA3	You have a sustained record of academically excellent research outputs as evidenced within an international context.	Be on track to achieve 5-year target: in many disciplines this will typically be of the order of at least 3 publications in high quality international journals or equivalent – one as lead author or specialist/lead methodologist author	Sustained record of publication or equivalent outputs appropriate to discipline from activity in fellowship: outputs will be evidenced as being internationally excellent.

Core Activities	Criteria	3 years	5 years
		from research conducted during current fellowship	
RIA5	You carry out effective PhD student supervision, as appropriate	Evidence of being on target for the 5-year target. In many disciplines this may be through successful involvement in supervision or co-supervision of at least 1 PGR student through appropriate early stage progression and support to other students in, e.g. publication of papers	Successful supervision of 2-3 PGR students including one to completion (or close to completion where students are part time).
RIA6	You contribute to the strategic direction of research and innovation within your school, faculty or subject area	No objective required at year 3 but likely to have begun to identify possible areas for stage 2.	Defined contributions to major strategic issues affecting School/Faculty or area beyond own research area.
RIA7	You have a sustainable research plan for research which reflects the University's direction	Have refined and begun to deliver a clear research plan based on the plan submitted at your application	Have defined an on-going research plan which reflects the University's direction
Student Education¹			
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	Diligent and effective contribution to student education, e.g. lectures to a specialist final-year, M-level or similar module as part of module team based on own research area, or if appropriate to the disciplinary area, a specific module. Demonstrate you are on track to achieving Fellowship of the HEA.	Achieve fellowship of the Higher Education Academy (or agreed equivalent) Providing effective personal tutoring or otherwise provide support and guidance to taught students Effective delivery of an agreed, appropriate teaching load at a level that

¹ Academic fellows will be expected to engage with student education throughout their fellowship although fellows will typically be allocated duties in this area corresponding to no more than 6 hours per week in early years of the fellowship.

Core Activities	Criteria	3 years	5 years
		There will be a requirement to obtain student feedback and reflect on this and adjust material in response as appropriate.	creates increased capacity for recruitment of quality students where available.
Academic Leadership			
RIA9	You provide leadership and direction to a body of people or an area of work	Successful prosecution of a defined admin task with guidance available. For example organising research seminar series for group, any appropriate role in running or maintaining a facility for wider access	Successful delivery of more substantial projects or tasks requiring the provision of leadership and direction (either to a body of people or an area of work).

In addition, you are required to meet 3 optional activities: it is expected that you will have identified which three areas are likely to be your choices by the end of stage 1 (year 3) through discussion with your Head of School

Optional Activities	Criteria	3 years	5 years
RIB1	You engage in translational activity with demonstrable impact	Potential external opportunities have been identified, including potential external partners	Research findings are applied externally in ways which have a positive impact on the wider economy and society.
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	Establish research links with relevant interdisciplinary groups in Leeds, nationally and/or internationally	Demonstrate active collaborations within Leeds and with major national or international groups
RIB3	You have developed or managed modules, programmes or co-curricular activities and review and develop the curriculum	Likely to have agreed which modules or other relevant activity you will be leading on and have a plan to take this forward	Module leadership or significant participation in module team Evidence of teaching at a range of levels

Optional Activities	Criteria	3 years	5 years
			Input into design of teaching, ability to assess student work and provide constructive feedback to students
RIB4	You have contributed to the direction of teaching, learning and assessment policy and practice within the discipline or subject area	Some record of developing innovative approaches to own contribution to student education.	Involvement in shaping policies and developments in teaching, learning and assessment
RIB5	You contribute to the quality of the student experience making a positive impact on student learning	Likely to have identified the areas in which you would deliver this contribution and agreed this with HoS	Evidence of specific contributions that have changed positively the student experience in identified areas
RIB6	You contribute to the direction of teaching and learning within the school, faculty or discipline	Engagement in Teaching Enhancement scheme	Evidence of having delivered contribution through engagement in Teaching Enhancement scheme or otherwise
RIB7	You have contributed to public or education engagement activities within your academic area	Contribution to recruitment, outreach or public engagement activities	Contribution to recruitment, outreach or public engagement activities
RIB8	You actively participate in groups and committees within the University to influence strategic requirements and priorities	Member of a group or committee with representatives from across the University	Contribution to the development of strategy as part of the group or committee with representatives from across the University.
RIB9	You have led a significant strategic innovation, facilitating effective working between areas and managing resources and/or staff	Likely to have agreed the project area in which this activity will be delivered and developed a plan for its delivery	Planned and delivered a significant initiative or project that is strategic and innovative and includes team working and managing staff or resources.
RIB10	You routinely provide mentoring or support to colleagues helping them to develop or improve	PGR or similar level mentoring	Mentoring junior colleagues including PDRAs providing advice, support and direction as appropriate