

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

Grade	Criteria reference	Criterion Description	Suggested ¹
8	RIA1	You have a growing reputation for innovative research or for the application, translation and impact of your research beyond the academic arena	<p>Successful candidates in AHC should be able to demonstrate a growing reputation for innovative, excellent and impactful research.</p> <p>Candidates will be expected to point to several indicators such as: reviews of published work, practice or other research outputs; citations; invitations to contribute to conferences, workshops or other research events; research awards; media interviews; invitations to join research networks or to collaborate with external partners. Candidates should clearly describe how their research has had an impact, either within their field or beyond.</p>
	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>Successful candidates will be able to demonstrate that they are actively participating in funded research or seeking and obtaining resources to support their research agenda.</p> <p>Candidates will be expected to point to several indicators such as: funding applications (including small grants, travel or conference awards); successful applications for School or Faculty level funding; application for or involvement in Sadler Seminar Series, Speculative Conversations or other LAHRI/Faculty events; Active involvement with interdisciplinary research networks or other networks to support a future funding application (candidates should explain how the network is expected to result in research funding); participation in larger collaborative funded projects or applications (candidates should outline their contribution to the project); involvement in industry funded research activities.</p>
	RIA3 & SEB5	You have successfully undertaken a programme of original research and have a record of disseminating your research in	<p>Successful candidates should be able to demonstrate that they have undertaken a programme of original, internationally excellent research.</p> <p>While there are no hard and fast rules as to the number of outputs required, it is expected that a candidate will be able to evidence that the majority of their work is internationally excellent through: reviews (including REF assessments), citations or other indications of quality. Candidates should briefly explain how their outputs contribute to the field and, where possible, point to evidence of impact.</p>

¹ Where examples are given these are not exhaustive, but rather reflective of the level of achievement that is expected. Examples have been drawn from successful promotion applications.

		quality publications or other media	In assessing the balance of output types (articles, books, chapters, artefacts, etc.) the panel will be guided by disciplinary norms
	RIB6 & SEB1	You conduct research, systematic investigation or other ongoing academic activity relating to learning and teaching	<p>Successful candidates will be able to point to a coherent pedagogic research programme and/or a body of work to advance an aspect of teaching and learning practice e.g. assessment, employability, decolonising the curriculum, enhancing inclusivity, student success and opportunity, digital teaching and learning.</p> <p>Candidates should evidence their involvement in pedagogic activity through: applications for funding for pedagogic projects or research (e.g. through PRiA or LITE); active involvement in pedagogic projects or research (candidates should explain their role in the project) e.g. participation in school or discipline specific working groups; peer reviewed research outputs; the production and dissemination of teaching materials.</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	<p>Successful candidates will be able to demonstrate an established reputation for innovative, excellent and impactful research.</p> <p>Candidates will be expected to point to several esteem indicators such as: invitations to present at national or international conferences or research events of similar standing; invitations to contribute to significant publications in the field; reviews of published research; research awards; media interviews; taking on a leadership role within a learned society; invitations to join research networks or to collaborate with external partners; a REF impact case study; organisation of significant conferences or similar research events; invitations to review for leading journals in the field; editorial board membership.</p>
	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.	<p>Successful candidates must demonstrate that they have undertaken a significant research project (i.e. having an impact on a field of study) and that they have been actively involved <i>and successful</i> in gaining the resources to support their research agenda.</p> <p>Candidates will normally be expected have played a clearly defined role in a significant externally funded research award application such as an AHRC Standard Grant or Research, Development and Engagement Fellowship, a UKRI Cross-Council Programme pump-priming Grant, a Leverhulme Major Research Fellowship or other significant competitive grant. Candidates may also have played a clearly defined role in securing industry-funding for research activities. Where applications have been unsuccessful, the candidate should provide evidence of the excellence of the application (e.g. through proposal reviews/ratings). Candidates should also outline future plans for the project.</p> <p>Candidates may demonstrate that they have been able to sustain their research through a portfolio of smaller awards. This might include funding sought and secured through partnership with industry or</p>

			charities, smaller research award schemes and/or access to non-financial resources e.g. datasets or in-kind contributions.
	RIA3 & SEB5	You have a sustained record of academically excellent research outputs as evidenced within an international context	<p>Successful candidates should be able to demonstrate the sustained production of internationally excellent research outputs and identify some world-leading outputs.</p> <p>While there are no hard and fast rules as to the number of outputs required and it is expected that the form and scope of the outputs will reflect disciplinary norms. It is expected that candidates will be able to evidence quality of their work through: citations, reviews (including REF reviews), prizes or awards.</p> <p>Candidates should explain how their work has influenced their field and/or had impacts beyond the field.</p>
	SEB1	You have developed and led a programme of high quality research, systematic investigation or other ongoing academic activity relating to learning and teaching	<p>Successful candidates should be able to point to a coherent and impactful pedagogic research programme and/or a significant body of work to advance an aspect of teaching and learning practice e.g. assessment, decolonising the curriculum, enhancing inclusivity, employability, student success and opportunity or digital teaching and learning.</p> <p>Candidates will be expected to evidence their involvement in pedagogic activity through: successful applications for funding to undertake pedagogic research e.g. LITE or external funding; leadership of school or discipline specific research groups focused on an aspect of teaching and learning; peer reviewed research outputs that are recognised as significant in the field (through citation, review or similar); the production of teaching materials that are regarded as significant in the field.</p>
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	<p>Successful candidates in AHC should be able to demonstrate their international reputation in their field of research.</p> <p>Candidates will be expected to point to several indicators of esteem such as: regular invitations to deliver keynote or other major presentations at international conferences or research events of similar standing; election to leadership (or similar roles) in learned societies or similar organisations; major prizes or awards; invitations to provide expert advice to government, industry or to contribute policy development.</p>
	RIA2 & SEB6 & ALB2	You have played a lead or other clearly identified role in obtaining the resources to successfully	Successful candidates will be able to demonstrate that they have successfully undertaken a major research project. While the nature of a major project will differ by discipline such projects are often characterised by: scale; interdisciplinarity; the involvement of multiple partners including industry partners; international scope; representing a significant innovation in a field.

	undertake major research projects, which may be through bids for grants or other awards as appropriate to the discipline	<p>Candidates will be able to point to a sustained track record of applying for and winning resources to support their research agenda. It is expected that this will include playing a lead role in a significant external funding application such as: Leverhulme Research Leadership Awards, large-scale collaborative UKRI Cross-Council or hypothecated schemes, ERC awards, Wellcome Mid-Career or Discovery grants, larger scale AHRC Standard Grants, Leverhulme Major Research Fellowship. Where applications have been unsuccessful the applicant should show evidence of the excellence of these applications. It may also include playing a lead role in developing external partnerships which have supported significant research activities.</p> <p>Where major grant applications have been unsuccessful candidates may list a portfolio of other resources obtained to support their research agenda such as standard grants with follow-on funding, resources obtained from partners, charities and so forth. Where funding has come from a portfolio of applications the candidate should demonstrate how it has supported them to undertake a project of significant scale.</p>
RIA3	You have a distinguished record of academically excellent research outputs as evidenced within an international context	<p>Successful candidates will demonstrate substantial world-leading research output. It would normally be expected that at least 50% of outputs on which the case is made can be considered world leading with the remainder being at least internationally excellent.</p> <p>Candidates should be able to evidence the significance and impact of their research through: citations; reviews (including REF reviews); major prizes or awards.</p>
RIA4	You play a significant role in the wider academic or professional community and have influence over the strategic direction of future research	<p>Successful candidates will be able to point to their intellectual leadership in their field of research, citing examples of peer recognition.</p> <p>Candidates may meet this criteria through activities such as: Editorship of a major book series; invitations to contribute to the development of research funding strategy (e.g. AHRC Advisory Board membership); Major School, Faculty, or University roles with responsibility for research funding e.g. Director of Research and Innovation, Head of School, REF UoA Lead etc.</p>
RIA9 & SEB1	You are externally recognised by peers as an academic leader in your field	<p>Successful candidates will be able to point to their impact as a leader in the field, particularly their contribution to building research capacity and their role in promoting their discipline. Candidates should cite examples of peer recognition.</p> <p>Examples of activity include: membership of editorial boards, or involvement in REF review panels; major national or international prizes, invitations to sit on international grant assessment panels, invitations to examine or mentor international PhDs; leadership roles in learned societies; network building (particularly where this is intended to enhance the discipline or build research skill or capacity); providing mentorship and leadership to early career academics.</p>

SEB7 & ALB6	You have a sustained record of academically excellent research outputs as evidenced within an international context	Successful candidates should be able to point to research activity that is tied to a body of internationally excellent outputs with some considered world-leading. While there are no hard and fast rules as to the number of outputs required it is expected that 50% of outputs on which the case is made should be evidenced as internationally excellent and there should be evidence of world leading research output. Candidates should be able to evidence the significance and impact of their research through: citations; reviews (including REF reviews); major prizes or awards.	
ALA4	You play a significant role in the wider community and are externally recognised by peers as an academic leader	In AHC successful candidates will be able to demonstrate their leadership in one or more aspects of their role – research (including pedagogic research), HE leadership or teaching. Candidates must be able to evidence that their peers recognise their influence on the direction of the discipline. You may evidence this through activity such as: Invitations to represent the University or your discipline in nationally or internationally significant events; contributions to policy development, public inquiry or similar significant activity; Invitations to deliver keynote presentations at international conferences or similar events; media appearances; activity to develop your discipline including providing mentorship to early career academics. You may also evidence how your work has benefitted local communities e.g. through school outreach work, community engagement in your field of research or within student education. This is not an exhaustive list, but rather indicative of the level of external recognition required at this level.	
ALA8	You have a sustained record of research activity (which might be pedagogic research) which is externally recognised with appropriate dissemination of the outputs	Successful candidates should be able to point to research activity that is tied to a body of internationally excellent outputs with some considered world-leading. Candidates should be able to evidence the significance and impact of their research through: citations; reviews (including REF reviews); major prizes or awards; significant engagement with private-, public- and third-sector organisations.	