

Academic: research

Promotion to Reader (Grade 8, spinal points 45-54)

Promotion in this category is based on evidence of achievement in the following areas of activity: Research, together with evidence of achievement in Service and Leadership and/or Knowledge Transfer and External Engagement as appropriate.

An applicant will not necessarily need to show an equally high level of achievement in each of the areas of activity included in the case, but if not, then compensatory achievement in some other area of activity is required.

In any case for promotion to Reader, an assessment of performance in one of the chosen areas of activity as being below that expected of a Senior Lecturer will normally preclude promotion. However, in reaching its decision on cases with such an evaluation, the SPC/FPC will take account of any extenuating circumstances drawn to its attention and the applicant's performance in the other two areas.

The level of Reader recognises the achievements of those who perform well at SL level, and who, in addition, show exceptional performance with respect to some of the criteria. Reader is not a required step to promotion to Professor, such promotion frequently occurs directly from Senior Lecturer.

All cases for promotion will be assessed in relation to the norms of the discipline within which the candidate works.

Research

Exceptional performance with respect to **some** of the following criteria:

- a sustained record and continuing trajectory of output of high-quality, peer-reviewed research publications or other equivalent recognised forms of research output appropriate to the discipline
- a sustained record of success in obtaining external research funding
- a record of successful supervision of PGR students
- evidence of a developing reputation in the relevant international research communities

- evidence of making a positive contribution to the research development of others
- a record of service to the research community external to the University
- evidence of effective research collaboration, including beyond discipline where appropriate
- evidence of research activity that supports the University's social responsibility goal

Service and Leadership

- a record of successful leadership or management of a significant organizational unit or area of activity within the University
- evidence of leadership of, and/or a record of service to, relevant University-external academic or professional institutions or networks
- a record of successful support for the careers of colleagues

Knowledge Transfer and External Engagement

A record of exceptional achievement with respect to **some** of the following criteria:

- a record of productive involvement in translating research into beneficial activity or positive change in the wider community
- active participation in advisory committees or professional or practice-based forums relevant to discipline
- a record of productive involvement in knowledge creation and transfer in partnership with industry, government, NGOs, learned societies or professional bodies
- a record of activity that enhances public understanding of, and engagement with, knowledge and research, or that contributes to well-informed public debate
- a record of external engagement using academic expertise or experience in support of the University's social responsibility goal
- some evidence of influence on professional practice or on policy, including participation in professional or practice-based forums relevant to the staff member's discipline

- a record of creation, development and exploitation of intellectual property, including open access material