

Academic Promotion Criteria Readership Descriptors Research & Teaching

In addition to satisfying the Grade 9 criteria applicable to Senior Lecturer, applicants applying for Readership must meet three of the Professorial Zone 1 criteria from A1, A2, A3, B, and E, collated below. Of the three dimensions which are met, a Reader must show evidence of meeting the required criteria for either A1 (Outputs) or B (Impact).

It is expected that candidates will demonstrate collegiality in each qualifying dimension. Collegiality is a threshold criterion and as such, may be a deciding factor in a promotion case.

SECTION A: RESEARCH & SCHOLARSHIP	A1: Outputs	<p>In demonstrating performance in outputs criteria, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.</p> <p>Excellence: Please refer to indicators of quality as appropriate to your discipline. Examples include: reference to REF panel criteria, article-level citation metrics, or external recognition e.g. prizes awarded. In the case of jointly authored outputs, please state your contribution to the work.¹</p> <p>Collegiality: Outputs should meet funder and REF requirements for Open Access.² They should also exemplify best practice in open research, as appropriate to the discipline, including through the transparency of data, methods, materials, design and analysis, and practices that support replication.³</p>
		<p><u>Criteria:</u></p> <p>A sustained record of scholarly output over career to date which includes at least 4 outputs in the most recent 6-year period. At least 2 of these outputs should meet the REF criteria for 4* quality.</p> <p>Where appropriate, a substantive monograph may substitute for two outputs.</p>
	A2: Award Generation	<p>In demonstrating performance in the criteria for award generation, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.</p> <p>Excellence is reflected not only in the volume of funding but also in the prestige of funder or scheme (e.g. fellowships, highly selective schemes).</p> <p>Collegiality is exemplified by leading research funding initiatives that have generated income in the support of research by others (e.g. including less senior academics as co-investigators), and large-scale institutional bids.</p>
		<p><u>Criteria:</u></p> <p>Principal Investigator or key contributor [as recognised by fractional ownership on the Financial Approver Document (Agresso)] on current UKRI, EU and/or other externally peer-reviewed grants.</p> <p>Sustained research income over several years in excess of the Russell Group median for the discipline: https://www.gla.ac.uk/myglasgow/humanresources/all/pay/professorialandgrade10staff/rgbenchmarkdata/</p>

¹ The CASRAI (Consortia Advancing Standards in Research Administration Information) document may be helpful in articulating roles and contributions: http://dictionary.casrai.org/Contributor_Roles

² <https://www.gla.ac.uk/myglasgow/openaccess/>

³ For guidance, refer to the eight Transparency and Openness Promotion (TOP) guidelines (<http://cos.io/top>) and the FAIR data principles, which aim to make data Findable, Accessible, Interoperable, and Reusable (<https://www.force11.org/group/fairgroup/fairprinciples>).

<p>SECTION A: RESEARCH & SCHOLARSHIP (continued)</p>	<p>A3: Supervision</p>	<p>In demonstrating performance in the criterion for supervision, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.</p> <p>Excellence is demonstrated, for example, by the success of supervised students, completion rates, or student prizes.</p> <p>Collegiality is exemplified by collaborating with peers on a Doctoral Training Centre (DTC) application (or equivalent training programme) or acting as a second supervisor in support of primary supervision by a colleague.</p> <p><u>Criterion:</u></p> <p>Sustained PGR supervision over several years in excess of the Russell Group median for the discipline: https://www.gla.ac.uk/myglasgow/humanresources/all/pay/professorialandgrade10staff/rgbenchmarkdata/</p>
<p>SECTION B: IMPACT</p>	<p>In demonstrating performance in the impact criteria, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.</p> <p>Excellence is demonstrated by providing rigorous evidence of the change that research has made outside academia.</p> <p>Collegiality is demonstrated, for example, by collaborating on impact-generating activities, or sharing external contacts/impact partners with colleagues.</p> <p>The case for impact can address any dimension of impact beyond academia: economical (including spin-outs), societal, cultural, or policy- or health-related.</p> <p><u>Criterion:</u></p> <p>i. To be currently making a key contribution to an impact outcome that is being written up and suitable for return to a future REF-type exercise, and that is evidenced such that it is likely to be graded at minimum 3* quality.</p> <p>Note: Impact outcomes, whether they are included in a REF case study or not:</p> <ul style="list-style-type: none"> - Must be evidenced in a similar way to a REF Impact case study. - Contain evidence that focuses on the impact outcome itself, as opposed to impact-generating activity. 	

**SECTION E:
ESTEEM**

In demonstrating performance in the esteem criteria, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.

Excellence is intrinsically reflected in the peer-reviewed recognition of quality by an external body.

Collegiality is exemplified by the support of colleagues (especially those who are at earlier career stages) through prize/medal nominations, or facilitating the appointment of colleagues to external bodies (e.g. societies and committees).

Criteria:

- Fellowship of subject-specific society.
- Track record of invited talks at international conferences and/or UK HEIs.
- Reviewer for international research bodies.
- Visiting UK academic appointments.