

**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.**

<p><b>SECTION A: RESEARCH &amp; SCHOLARSHIP</b></p>	<p><b>A1: Outputs</b></p>	<p><b>In demonstrating performance in outputs criteria, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.</b></p> <p><b>Excellence:</b> The University adopts the approach established by the Research Excellence Framework (REF) for assessing the quality of outputs, as appropriate to your discipline:</p> <p><b>Originality</b> - the extent to which the output makes an important and innovative contribution to understanding and knowledge in the field.  <b>Rigour</b> - the extent to which the work demonstrates intellectual coherence and integrity, and adopts robust and appropriate concepts, analyses, sources, theories and/or methodologies.  <b>Significance</b> - the extent to which the work has influenced, or has the capacity to influence, knowledge and scholarly thought, or the development and understanding of policy and/or practice.</p> <p>The overall quality ratings are described as:</p> <p>4* - world-leading in terms of originality, significance and rigour.  3* - internationally excellent in terms of originality, significance and rigour but which falls short of the highest standards of excellence. 2* - recognised internationally in terms of originality, significance and rigour.  1* - recognised nationally in terms of originality, significance and rigour.</p> <p>In assigning a quality rating, you should make reference to the above criteria; reference to the supplementary criteria<sup>1</sup> for the REF Main Panels A, B, C and D may also be appropriate.</p> <p>In the case of jointly authored outputs, please ensure that you describe the centrality and significance of your contribution to the output<sup>2</sup>.</p> <p>In providing context for each output, you may refer to other indicators of quality as appropriate to your discipline that refer specifically to the output. Examples include, article-level citation metrics, or external recognition e.g., prizes awarded. The University is a signatory of the Declaration on Research Assessment (DORA) and all narrative you provide must be compliant with these principles.</p> <p>Where appropriate, a substantive monograph may substitute for 2 outputs.</p> <p><b>Collegiality:</b> Outputs should meet funder and REF requirements for Open Access<sup>3</sup>. 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<sup>4</sup>.</p> <p><b>Criteria:</b></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, in the case of jointly authored outputs, applicants must demonstrate the centrality and significance of their contribution to the output.</p>

Part 3: Assessment criteria, Section 3: Outputs, Para 197-205, REF2021 Panel criteria and working methods: [https://2021.ref.ac.uk/media/1450/ref-2019\\_02-panel-criteria-and-working-methods.pdf](https://2021.ref.ac.uk/media/1450/ref-2019_02-panel-criteria-and-working-methods.pdf)<sup>1</sup>

<sup>2</sup> For example, lead author, corresponding author, project lead. The NISO (National Information Standards Organization) webpage may be helpful in articulating roles and contributions: <https://credit.niso.org>

<sup>3</sup> <https://www.gla.ac.uk/myglasgow/openaccess/>

<sup>4</sup> 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>).

<b>SECTION A: RESEARCH &amp; SCHOLARSHIP (continued)</b>	<b>A2: Award Generation</b>	<p><b>In demonstrating performance in the criteria for award generation, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.</b></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:</p> <p>Success in this criterion will be determined by not only the financial value of the awards but the significance of the individual's contribution to the grant portfolio.</p> <p><a href="https://www.gla.ac.uk/myglasgow/humanresources/all/pay/professorialandgrade10staff/rgbenchmarkdata/">https://www.gla.ac.uk/myglasgow/humanresources/all/pay/professorialandgrade10staff/rgbenchmarkdata/</a></p>
<b>SECTION A: RESEARCH &amp; SCHOLARSHIP (continued)</b>	<b>A3: Supervision</b>	<p><b>In demonstrating performance in the criterion for supervision, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.</b></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:</p> <p><a href="https://www.gla.ac.uk/myglasgow/humanresources/all/pay/professorialandgrade10staff/rgbenchmarkdata/">https://www.gla.ac.uk/myglasgow/humanresources/all/pay/professorialandgrade10staff/rgbenchmarkdata/</a></p>
<b>SECTION B: IMPACT</b>		<p><b>In demonstrating performance in the impact criteria, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.</b></p> <p><b>Impact</b> is a change or benefit beyond academia and can be to the economy, society, culture, public policy or services, health, the environment or quality of life.</p> <p><b>Excellence</b> is demonstrated by providing evidence of the specific impact and its magnitude that the applicant's research has made or is making. The nature of the applicant's underpinning research and the link between the research and the impact must be clear.</p> <p><b>Collegiality</b> is demonstrated, for example, by collaborating on impact-generating activities, or supporting colleagues to undertake their own impact activities.</p> <p><u>Criterion:</u></p> <p>A sustained track record of externally facing engagement and outcomes that have <b>either translated the applicant's research to impact or that can be demonstrated as providing the groundwork for future impact</b>.</p> <p>Evidence should specifically capture the externally facing engagement that the applicant has designed and undertaken, and the outcomes of these activities, in the pursuit of impact. Evidence should also capture the <b>significance</b> of the impact and the applicant's pivotal role.</p> <p>Applicants can, if they wish, provide a link to a REF2021 Impact Case Study to which they made a pivotal contribution.</p>

<b>SECTION E: ESTEEM</b>	<p><b>In demonstrating performance in the esteem criteria, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.</b></p> <p>Excellence is intrinsically reflected in the peer-reviewed recognition of quality by an external body.</p> <p>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).</p> <p><u>Criteria:</u></p> <ul style="list-style-type: none"><li>- Fellowship of subject-specific society.</li><li>- Track record of invited talks at international conferences and/or UK HEIs.</li><li>- Reviewer for international research bodies.</li><li>- Visiting UK academic appointments.</li></ul> <p>Candidates should note any other forms of external recognition that might be pertinent to their discipline and raising their individual esteem or profile.</p>
--------------------------	--