

Substantiating your Application (Research Career Pathway)

A range of evidence should be used to substantiate your application for promotion on the Research pathway. The quantity *and quality* of evidence provided must be such that it convincingly demonstrates how you meet the expectations under each of the three domains at the level relevant to your application. Progress through the levels of the pathway from lecturer to professor will be associated with sustained contribution, incremental progression, increasing excellence and leadership, and growing impact, influence and esteem.

Evidence could include:

This section gives examples of the types of evidence that would inform a Research Application. It is not expected that someone includes all of the below, and the list is not exhaustive. The evidence used to support an individual's application would be tailored to their individual contribution.

Examples of Teaching and Assessment evidence: - authored or co-authored textbooks, books or monographs in emerging fields. Chapters in multi-authored books. Research based course material (including on-line materials). Published teaching or training materials. New research led courses or programmes of study. Programme or course evaluation data. Recruitment and outcomes data. Successful completion of research thesis by taught students.

Examples of Research & Enterprise evidence: - research theses, peer reviewed publications in international journals, conferences or recognised publishing channels appropriate for the discipline such as exhibitions, designs or performances. A record of research funding as Principal or Co-investigator from internal and/or external sources commensurate with the level applied for in the relevant subject field. Successful doctorate and research masters completions.

Contribution to/leadership of initiatives, policy or strategy: - successful delivery of administrative roles. Delivery of research initiatives with colleagues across the institution or discipline.

Research leadership roles such as: - Research Group leadership or Deputy Leadership. Participation/leadership in university/faculty/department committees and workgroups that determine or implement policy or allocate resources.

Peer/line management & mentoring: - Line management of junior researchers. Mentoring of other researchers. Research group development leading to career progression of junior colleagues.

External roles and responsibilities: - peer reviews for international journals and funding bodies; membership of advisory groups or editorial boards. Roles within discipline associations/professional bodies or other external organisations. Organisation of conferences. External examination of research thesis/programmes. Leadership/participation of research consortia across several national/international institutions.

Indicators of Esteem: - HEA recognition at D2 (Fellow) for applications to Associate Professor/Professor. Participation as speaker at national and international conferences. Keynote/Plenary invitations at national/international conferences. Invited lectures at external institutions. Participation, organisation or curation of exhibitions. Joint publications with national/international collaborators. Invitations to contribute chapters to co-authored books or monographs. Record of citations relative to standards for the subject. Participation/leadership in multi-institutional initiatives. Membership/Chair of scientific committees of national/international conferences. Internal/external prizes and awards. Fellowships of external bodies or learned societies.