Academic Promotion Criteria Professorial Zone 1 Descriptor
UGS – Research & Teaching

	ZONE 1
SECTION A: RESEARCH & SCHOLARSHIP	**In demonstrating performance in the criteria for outputs, applicants should ensure that they also mention how they have demonstrated excellence and collegiality.** **Excellence**: The University adopts the approach established by the Research Excellence Framework (REF) for assessing the quality of outputs, as appropriate to your discipline: **Originality** - the extent to which the output makes an important and innovative contribution to understanding and knowledge in the field. **Rigour** - the extent to which the work demonstrates intellectual coherence and integrity, and adopts robust and appropriate concepts, analyses, sources, theories and/or methodologies. **Significance** - 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. The overall quality ratings are described as: 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. In assigning a quality rating, you should make reference to the above criteria; reference to the supplementary criteria[1] for the REF Main Panels A, B, C and D may also be appropriate. In the case of jointly authored outputs, please ensure that you describe the centrality and significance of your contribution to the output[2]. 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. Where appropriate, a substantive monograph may substitute for 2 outputs. **Collegiality**: Outputs should meet funder and REF requirements for Open Access[3]. 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[4]. Collegiality is further exemplified by leading funding initiatives that have generated income in the support of research and/or teaching by others (e.g., including less senior academics as co-investigators), large-scale UGS-wide bids, and collaborative bids with UofG.

[1] 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

[2] 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

[3] https://www.gla.ac.uk/myglasgow/openaccess/

[4] 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).

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SECTION A: RESEARCH & SCHOLARSHIP (continued) **Outputs**	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. Sustained record as Principal or Leading UGS Investigator or key contributor on major grants. Responsible for opening significant new research income streams. Principal or Leading UGS Investigator on major grants supporting at least one post-doctoral researcher. Sustained record of successful PGR supervision; must have successfully graduated two PGR students and the average fte number of PGR supervisions/annum over the last four years is at least two.
SECTION B: IMPACT	**In demonstrating performance in the impact criteria, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.** Excellence is demonstrated by providing rigorous evidence of the change that research has made outside academia. Collegiality is demonstrated, for example, by collaborating on impact-generating activities, or sharing external contacts/impact partners with colleagues. The case for impact can address any dimension of impact beyond academia: economic, societal, cultural, public policy or services, health, the environment or quality of life.
	Sustained record of success in knowledge creation and transfer to improve the performance of business, commerce and/or industry, as illustrated by contract, license and/or consultancy income. Public and/or cultural engagement, and/or to policy development in public institutions leading to changes in practice. Sustained track record of involvement in knowledge creation and transfer to improve the performance of business, commerce and/or industry. Application of knowledge to improve public sector performance and quality of life by informing public policy and government or by significantly influencing the cultural and heritage sector.
SECTION C: TEACHING & LEARNING PRACTICE	**In demonstrating performance in the criteria for learning and teaching practice, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.** Excellence is demonstrated through substantial achievement as a practitioner, leader and manager of teaching that influences practice within or across disciplines. Collegiality is exemplified by collaboration with and support for colleagues in the development of approaches to, and delivery of, teaching.
	Excellent standard of teaching performance at various levels, for example, access, undergraduate, postgraduate (which might include CPD provision) as judged by evaluation methods including student feedback and peer review. Sustained record of novel/innovative approaches to teaching, supporting student learning and/or assessment e.g., development of inquiry-based approaches, design of new assessment procedures, use of technology to promote students' learning and engagement. External engagement in support of teaching in the discipline and/or generic improvements in the quality of learning and teaching including external examining of taught and research degrees Contributing to growth of student population (including CPD provision) resulting in new income streams.

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SECTION D: LEADERSHIP, MANAGEMENT & ENGAGEMENT	**In demonstrating performance in the criteria for leadership, management and engagement, applicants should ensure that they also mention how they have demonstrated collegiality and excellence.** Excellence is demonstrated, for example, by delivering on the performance objectives (KPIs) of the unit/group. Collegiality is, for example, reflected in support provided for the training/coaching/mentorship of colleagues, and in the leadership of college-level or Institution-level initiatives.
	Sustained research/teaching leadership at international level both within the institution and in the wider research/teaching community. Leadership role in the management and support of strategic initiatives at Subject, School/Research Institute/UGS and/or College levels. Significant contribution to the development of policy at College/School/Research Institute/UGS level. Membership of appointment, assessment or advisory committees at other HEIs. Significant contribution to the University's international profile through development of partnerships in research and/or teaching. Evidence of agenda setting in research/teaching through e.g., participation/advisory roles in professional or government bodies. Sustained record of early career staff mentoring including effective delivery of PDR.
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).
	Fellowship of subject-specific society. A sustained record of invited talks at international conferences/events and/or Higher Education Institutions. Significant contribution to the University international profile in research and/or teaching. Reviewer for national and international research bodies. Evidence of effective strategic links with research funders e.g., Economic Development Board of Singapore, Advisory Board member of Singapore HEI. Candidates should note any other forms of external recognition that might be pertinent to their discipline and raising their individual esteem or profile.