

## Guidance and Criteria for the Award of the Title of Reader

### 1.0 Introduction

A Readership is awarded as a mark of personal distinction. It recognises an individual's contributions to the advancement and exchange of knowledge, by important contributions to:

- Education
- Research
- Knowledge Exchange
- Management
- Leadership and Citizenship

The title of Reader may be awarded to academic grade 9 or equivalent staff e.g. Clinical Academics at grade 9 level on the relevant Clinical scale.

If you are considering applying for promotion to grade 9 and/ or the title of Reader you should read this guidance in conjunction with the Academic Promotions Policy, the Academic grade 9 profile, the Exemplars of Excellence and the FAQs for Academic Promotion Process.

### 2.0 Essential Criteria

Your application must provide evidence of ALL of the following;

1	Growing, recognised achievement at a high level, in the advancement of knowledge and understanding or its creative and professional application, evidenced by peer-reviewable output.
2	Ability in and demonstrable commitment to academic leadership and citizenship <ul style="list-style-type: none"><li>– in any combination of education, research and knowledge exchange</li><li>– to influence, stimulate, inspire and mentor others to develop careers and further the University's vision, purpose and values, including through promoting:<ul style="list-style-type: none"><li>○ <a href="#">equality, diversity and inclusion</a></li><li>○ <a href="#">social responsibility and sustainability</a></li></ul></li></ul>

3	<p>Growing recognition in an international context, which may include, but is not limited to:</p> <ul style="list-style-type: none"> <li>– invitations to present at prestigious conferences</li> <li>– invitations to review teaching at prestigious Universities</li> <li>– editorships or membership of editorial boards of learned journals</li> <li>– receipt of prestigious prizes and awards</li> </ul>
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### 3.0 Expanded Criteria

Depending on the balance of your application, you will demonstrate some of the criteria in this section.

#### 3.1 Expanded Criteria for all Reader Appointments

1	Contribution to management, leadership and citizenship.
2	<p>Professional standing commensurate with growing international recognition, as demonstrated by:</p> <ul style="list-style-type: none"> <li>– advisory work</li> <li>– recognition by and contribution to learned societies, professional bodies etc.</li> <li>– other forms of external recognition and awards.</li> </ul>
3	Notable contribution to public understanding of academic research and/or scholarship.

#### 3.2 Expanded Criteria for Reader Appointments with a Strong Focus on Education

Education can be summarised as activities related to teaching, learning, student outcomes and the student experience.

<p>High-quality and developing contribution, including practice in the field, may include, but is not limited to:</p> <ul style="list-style-type: none"> <li>– advancement of disciplinary teaching (for example curriculum development)</li> <li>– excellence as a teacher (including the ability to stimulate, inspire and support students at all levels)</li> </ul>
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- other forms of educational development (for example, assessment practice, digital learning, continued professional development)
- development of teaching materials, including influential textbooks.

### 3.3 Expanded Criteria for Reader Appointments with a Strong Focus on Research

Research often occurs within an academic discipline, however we acknowledge that it also takes place across interdisciplinary boundaries. You may wish to refer to the guidance on [Interdisciplinary work, in addition to the Exemplars of Excellence in research.](#)

1	Significant record of success in securing research grants and awards.
2	High-quality and developing contribution through methods other than publication, may include, but are not limited to: <ul style="list-style-type: none"> <li>– applied research</li> <li>– consultancy</li> <li>– advanced professional practice</li> <li>– creative work.</li> </ul>
3	A substantial track record of research activity, evidenced by publications of high quality and impact, this may include, but is not limited to: <ul style="list-style-type: none"> <li>– books</li> <li>– chapters</li> <li>– articles.</li> </ul>