

Guidance and Criteria for the Award of the Title of Reader

1 Introduction

The award of the title of Reader may be made to academic grade 9 or equivalent staff¹ of the University of Edinburgh. For anyone also applying for promotion to grade 9 this guidance should be read in conjunction with the [Academic grade 9 profile](#).

A Readership is awarded as a mark of personal distinction to members of academic staff whose contributions to the advancements of their subject, the University and Student Education are recognised as important.

Historically, the University of Edinburgh has awarded the title of Reader solely on the basis of personal distinction in research. From 2016, the University has revised the criteria to allow promotion to the role of Reader on the basis of excellence across all dimensions of the academic role. While a Readership is a mark of high esteem in itself, attainment of a Readership may also be a useful step in progression toward a Personal Chair. It is not, however, an essential step.

2 Essential Criteria

- Growing achievement, at a high level, in the advancement of knowledge and understanding or its creative or professional application;
 - Evidenced by peer-reviewable output;
- Expectation of continuing development at that level;
- The ability to influence, stimulate and inspire others;
- The capacity for significant academic leadership² and acceptance of that responsibility;
- Growing recognition in an international context – for example, one or more of:
 - Invitations to present at prestigious conferences;
 - Editorships or membership of editorial boards of learned journals;
 - Evidence of regular requests to referee submissions to prestigious journals;
 - Invitations to review teaching at prestigious Universities;
 - Receipt of prestigious prizes and awards.

3 Additional Criteria

Where additional criteria are invoked the **quantity** (but not the **quality**) of the achievements required by the criteria in 2 above may be correspondingly reduced.

The additional criteria may be **any or all of**:-

3.1 Additional Criteria for all Reader Appointments

- Contribution to the strategic goals of the University;
- Professional standing commensurate with growing national and international recognition, as demonstrated through:
 - Advisory work;
 - Recognition by and contribution to learned societies, professional bodies;
 - especially where membership carries some mark of esteem;
 - Other forms of external recognition and awards;
- Advancement and promotion of the subject or discipline through, for example,
 - Innovation and leadership in clinical or hospital service;
 - Leadership through administrative or managerial duties;
- Notable contribution to Public Understanding of academic research and/or scholarship.

3.2 Additional Criteria for Reader Appointments with a Strong Focus on Education

- High-quality, and developing, contribution to student education, including practice in the field, which may include:
 - Advancement of disciplinary teaching (for example curriculum development);
 - Excellence as a teacher (including the ability to stimulate and inspire students);

¹ e.g. Clinical Academics at grade 9 level on the relevant Clinical scale

² Academic leadership may include any combination of education, research and management.

- Other forms of educational development (for example, assessment practice);
- Development of influential teaching materials, including textbooks.

Detailed exemplars of high-level achievements in education are given in the University's [Exemplars of Excellence in Student Education](#). A successful readership appointment with a significant teaching component will be based upon demonstrated progress from the grade 9 exemplars toward grade 10.

3.3 Additional Criteria for Reader Appointments with a Strong Focus on Research³

- A substantial track record of research activity;
 - Evidenced by publications of high quality and impact;
 - including books, chapters and articles;
- A significant record of success in securing research grants and awards;
- Growing and high-quality contribution through methods other than publication, which may include:
 - Applied research;
 - Consultancy;
 - Advanced professional practice;
 - Knowledge transfer – for example patents, licenses and spin-out companies;
 - Creative work.

4 History and Review

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Last Updated: September 2018

³ The University website offers guidance on the presentation of promotion cases involving [Knowledge Transfer](#) and [Interdisciplinary work](#).