# Appendix 1

**Criteria at Stage One - Expression of Interest/Shortlisting Stage**

\**Denotes that Statutory Leave may be taken into consideration for the denoted criterion as set out in section 5.4 of the Policy.*

## Applicants shall be required to demonstrate evidence of sustained performance against the criteria up to the point of their application under a given call for Progression Across the Merit Bar.

**Learning and Teaching**

* Evidence-based teaching load of timetabled undergraduate and/or postgraduate class contact teaching hours (including but not limited to lectures, formally supervised laboratory practice/ laboratories/field trips/field courses/projects/seminars/tutorials and clinical work), subject to departmental and disciplinary norms, and associated examining responsibilities, which in total across all of the foregoing normally includes a minimum of 150 hours.\*
* Evidence of teaching excellence and impact on student learning, as demonstrated through the results of consistent and regular course evaluation and gathering evidence of student learning.
* Development or adoption of innovative approaches to teaching and learning, maintains theoretical currency and demonstrates innovation and creativity in teaching methods

e.g. use of technology, innovative assessments.

* Participation in courses and seminars relating to learning and teaching enhancement,

e.g. CIRTL, CDE, relevant digital badges, National Forum courses.

**Research & Innovation**

Research outputs are the discovery, generation or intellectual development of novel artefacts, including data or concepts that advance knowledge, understanding, philosophies, devices, technologies, practices, processes or creative endeavour. Outputs are recognised in terms of not only the quantitative metrics of volume, distribution, prestige of source, etc. but, more significantly, the impact of the intellectual content in advancement of the field.

* Record of independent output of research and scholarly artefacts that demonstrate creative professional activity and/ or are internationally recognised in terms of their originality, significance and contribution to the advancement of knowledge in the relevant discipline(s). These include but are not limited to: peer-reviewed publications,

proceedings, monograph(s), pedagogical research, other publications of national or international standing, or their equivalent, including recognised professional practice, creative output or other such recognised works of scholarship as relevant to the discipline.\*

* Record of research funding application and, as appropriate to the discipline, securing of research funds independently or in collaboration with others. \*
* Evidence of stakeholder engagement as appropriate to the discipline, including with national and international stakeholders/ entities e.g. academic, industrial, cultural, societal, government, policy, practice or other communities.
* Excellence of national or international standing evidenced by such disciplinary appropriate measures as peer esteem, invitations to: present at major national or international conferences, join research consortia, edit leading academic journals/books, join leading societies/professional bodies, deliver keynote addresses, citations and the presentation of awards for research activity, prestigious visiting fellowships, etc.
* Record of generating impact which may include but is not limited to: enhanced job creation, productivity, policy development, creative practice or performance, public understanding and engagement, quality of life (health, cultural, environmental, etc.), community development, reputation of UCC/Ireland, attraction of researchers of excellence, leveraging of funding, efficiencies, efficacies, professional standards, education (including human capital development) and a reduction in risks across all areas.
* Evidenced track record of incremental, radical or disruptive advancement of ideas, concepts, practice, process, creative endeavour or development of novel technologies, devices or other artefacts arising from original research.

**Contribution to Academic Citizenship and Engagement**

* Record of participation in School/College administration and/or evidence of a capacity to contribute constructively to the management of School/College business.\*
* Evidence of contribution resulting in tangible outputs for the School/College, University and/or Community.
* Representation of School/College/University on external bodies, developing connections and partnerships with external organisations (in the private or public sector, or voluntary or community organisations).