



For Academic year 23/23 only

Criteria for progression to Senior Research Fellow

Research Career Path (RCP)

The Research Career Path (RCP) criteria are discipline-specific. At appointment, the University must identify (in the letter of appointment) which stream applies.

The initial milestone indicates the level which a full-time Research Fellow (grade F) will normally be expected to have achieved three years following appointment to the grade.

The further milestone indicates the performance levels which a Research Fellow (grade F) will be expected to have demonstrated through sustained performance over a number of years for promotion to the grade of Senior Research Fellow (grade G). A full-time Research Fellow (grade F) will normally be expected to have achieved these targets five years following appointment to the grade. A Research Fellow (grade F) must have achieved both the initial and the final milestones for consideration for promotion.

Where permanent appointments were made, the milestones form a career path for promotion to Senior Research Fellow (grade G); for fixed term appointments the milestones show the criteria for promotion in the event that the appointment is extended.

The reference in the initial and further milestones to supervision of postgraduate research students and securing external funding will be waived where the terms of the grant set by the funding body restrict the role and do not allow for such activities to be undertaken.

'Humanities' stream

Applies to staff in the following Colleges:

- College of Humanities
- College of Social Sciences and International Studies
- University of Exeter Medical School

'Social Sciences' stream

Applies to staff in the following Colleges:

- College of Humanities
- University of Exeter Business School
- College of Social Sciences and International Studies
- College of Life and Environmental Sciences
- University of Exeter Medical School

'Science' stream

Applies to staff in the following Colleges:



- College of Life and Environmental Sciences
- College of Engineering, Maths and Physical Sciences
- University of Exeter Medical School

'Drama' stream

Applies to staff in Drama in the College of Humanities



RESEARCH CAREER PATH: HUMANITIES STREAM

Initial milestone (normally three years in post):

RESEARCH

Either

- Complete a monograph or equivalent and submit to a recognised academic (or appropriate) publisher.

OR

- Publication (or acceptance for publication) of at least two research articles (single authored or first authored) in journals agreed with the College Director of Research.
- Presentation of at least one piece of work developed at the University of Exeter at a major academic conference.

MANAGEMENT AND ADMINISTRATION

- Effectively manage one or more areas of significant research project.

Further milestone (normally five years in post) for promotion to Senior Research Fellow:

RESEARCH

- Have produced at least four pieces of work (single authored or first authored) - including the pieces referred to above - at least two of which are assessed by the University as being at or above 'international excellence' level, with the others graded at least 'recognised internationally'.
- Secure research funding at a level consistent with the College full time equivalent income target.
- Supervise or act as co-supervisor of at least one postgraduate research student or Graduate Research Assistant (GRA) or Postgraduate Research Associate
- Presentation of at least one piece of work developed at the University of Exeter at a major academic conference.

MANAGEMENT AND ADMINISTRATION

- Make an effective and significant contribution to the management and administration of a significant research project - including resource management (people / budgets) and project management.
- Participate in wider professional activities such as meetings of professional / subject organisations, etc.

TEACHING

- Effectively contribute to teaching and learning programmes in the College, as evidenced by satisfactory peer and student feedback with evidence of excellence in some areas.
- Effectively supervise postgraduate research students.



RESEARCH CAREER PATH: SOCIAL SCIENCES STREAM

Initial milestone (normally three years in post):

RESEARCH

Either

- Complete a monograph and submit to a recognised academic (or appropriate) publisher.

OR

- Publication (or acceptance for publication) of at least three research articles (single authored or first authored) in journals agreed with the College Director of Research.
- Presentation of at least one piece of work developed at the University of Exeter at a major academic conference.
- Secure research funding.

MANAGEMENT AND ADMINISTRATION

Effectively manage one or more areas of a significant research project.

Further milestone (normally five years in post) for promotion to Senior Research Fellow:

RESEARCH

- Have produced at least four pieces of work (single authored or first authored) - including the pieces referred to above - at least two of which are assessed by the University as being at or above 'international excellence' level, with the others graded at least 'recognised internationally'.
- Secure research funding at a level consistent with the College full time equivalent income target.
- Supervise or act as co-supervisor of at least one postgraduate research student or Associate Research Fellow.
- Presentation of at least one piece of work developed at the University of Exeter at a major academic conference.

MANAGEMENT AND ADMINISTRATION

- Make an effective and significant contribution to the management and administration of a significant research project - including resource management (people / budgets) and project management.
- Participate in wider professional activities such as meetings of professional / subject organizations, etc.

TEACHING

- Effectively contribute to teaching and learning programmes in the College, as evidenced by satisfactory peer and student feedback with evidence of excellence in some areas.
- Effectively supervise postgraduate research students.



RESEARCH CAREER PATH: SCIENCES STREAM

Engineering, Computer Science and Mathematics

Initial milestone (normally three years in post):

RESEARCH

- Publication of at least * articles, in which the Research Fellow is the principal author, in journals agreed with the College Director of Research (DoR).
- Supervise or act as co-supervisor of at least one postgraduate research student or Graduate Research Assistant (GRA) or Postgraduate Research Associate (PRA).
- External funding: make on average one research application per year, as the Principal Applicant, to a relevant external funding body (research councils, Royal Society, EU etc.).
- Presentation of at least one piece of work at a major academic conference of international standing.

MANAGEMENT AND ADMINISTRATION

- Effectively manage one or more areas of a significant research project.

Further milestone (normally five years in post) for promotion to Senior Research Fellow:

RESEARCH

- Have produced at least four pieces of work (as the principal author) - including the pieces referred to above - at least two of which are assessed by the University as being at or above 'international excellence' level, with the others graded at least 'recognised internationally'.
- Secure research funding at a level consistent with the College full time equivalent (FTE) income target.
- Presentation of at least one piece of work developed at the University of Exeter at a major academic conference of international standing.

MANAGEMENT AND ADMINISTRATION

- Make an effective and significant contribution to the management and administration of a significant research project – including resource management (people / budgets) and project management.
- Participate in wider professional activities such as meetings of professional / subject organisations, etc.

TEACHING

- Effectively contribute to teaching and learning programmes in the College, as evidenced by satisfactory peer and student feedback with evidence of excellence in some areas.
- Effectively supervise postgraduate research students.

* The number will be specified by the College prior to appointment, recognising the requirements of the specialist area of research.



Psychology

Initial milestone (normally three years in post):

RESEARCH

- Publication (or acceptance for publication) of at least * articles in journals agreed with the College DoR: at least two of these should be the principal author.
- Supervise or act as co-supervisor of at least one postgraduate research student or Graduate Research Assistant (GRA) or Postgraduate Research Associate (PRA).
- External funding: Obtaining at least one research grant (as main or co-applicant).
- Presentation of at least one piece of work at a major academic conference of international standing.

MANAGEMENT AND ADMINISTRATION

- Effectively manage one or more areas of a significant research project.

Further milestone (normally five years in post) for promotion to Senior Research Fellow:

RESEARCH

- Have produced at least four pieces of work (as the principal author) - including the pieces referred to above - at least two of which are assessed by the University as being at or above 'international excellence' level, with the others graded at least 'recognised internationally'.
- Obtain a second research grant (not essential if the earlier grant was a three year award).
- Presentation of at least one piece of work developed at the University of Exeter at a major academic conference of international standing.

MANAGEMENT AND ADMINISTRATION

- Make an effective and significant contribution to the management and administration of a significant research project - including resource management (people / budgets) and project management.
- Participate in wider professional activities such as meetings of professional / subject organisations, etc.

TEACHING

- Effectively contribute to teaching and learning programmes in the College, as evidenced by satisfactory peer and student feedback with evidence of excellence in some areas.
- Effectively supervise postgraduate research students.

* The number will be specified by the College prior to appointment, recognising the requirements of the specialist area of research.



Sport and Health Sciences

Initial milestone (normally three years in post):

RESEARCH

- Publication of at least * articles, in which the Research Fellow is the principal author, in journals agreed with the College Director of Research (DoR).
- Supervise or act as co-supervisor of at least one postgraduate research student or Graduate Research Assistant (GRA) or Postgraduate Research Associate (PRA).
- External funding: Show evidence of seeking funding through external grant applications.
- Presentation of at least one piece of work at a major academic conference of international standing.

MANAGEMENT AND ADMINISTRATION

- Effectively manage one or more areas of a significant research project.

Further milestone (normally five years in post) for promotion to Senior Research Fellow:

RESEARCH

- Have produced at least four pieces of work (as the principal author) - including the pieces referred to above - at least two of which are assessed by the University as being at or above 'international excellence' level, with the others graded at least 'recognised internationally'.
- Secure research funding at a level consistent with the College full time equivalent (FTE) income target.
- Presentation of at least one piece of work developed at the University of Exeter at a major academic conference of international standing.

MANAGEMENT AND ADMINISTRATION

- Make an effective and significant contribution to the management and administration of a significant research project - including resource management (people / budgets) and project management.
- Participate in wider professional activities such as meetings of professional / subject organisations, etc.

TEACHING

- Effectively contribute to teaching and learning programmes in the College, as evidenced by satisfactory peer and student feedback with evidence of excellence in some areas.
- Effectively supervise postgraduate research students.

* The number will be specified by the College prior to appointment, recognising the requirements of the specialist area of research.



Physics

Initial milestone (normally three years in post):

RESEARCH

- Publication of at least * articles, in which the Research Fellow is the principal author, in journals agreed with the College Director of Research (DoR).
- Supervise or act as co-supervisor of at least one postgraduate research student or Graduate Research Assistant (GRA) or Postgraduate Research Associate (PRA).
- External funding: make at least three substantial research applications AND achieve a major grant.
- Presentation of at least one piece of work at a major academic conference of international standing.

MANAGEMENT AND ADMINISTRATION

- Effectively manage one or more areas of a significant research project.

Further milestone (normally five years in post) for promotion to Senior Research Fellow:

RESEARCH

- Have produced at least four pieces of work (as the principal author) - including the pieces referred to above - at least two of which are assessed by the University as being at or above 'international excellence' level, with the others graded at least 'recognised internationally'.
- Secure research funding at a level consistent with the College full time equivalent (FTE) income target.
- Presentation of at least one piece of work developed at the University of Exeter at a major academic conference of international standing.

MANAGEMENT AND ADMINISTRATION

- Make an effective and significant contribution to the management and administration of a significant research project - including resource management (people / budgets) and project management.
- Participate in wider professional activities such as meetings of professional / subject organisations, etc.

TEACHING

- Effectively contribute to teaching and learning programmes in the College, as evidenced by satisfactory peer and student feedback with evidence of excellence in some areas.
- Effectively supervise postgraduate research students.

* The number will be specified by the College prior to appointment, recognising the requirements of the specialist area of research.



Biosciences

Initial milestone (normally three years in post):

RESEARCH

- Publication of at least two articles, in which the Research Fellow is the principal author, in journals agreed with the College Director of Research (DoR).
- Supervise or act as co-supervisor of at least one postgraduate research student or Graduate Research Assistant (GRA) or Postgraduate Research Associate (PRA).
- External funding: make at least three substantial research applications AND achieve a significant grant.
- Presentation of at least one piece of work at a major academic conference of international standing.

MANAGEMENT AND ADMINISTRATION

- Effectively manage one or more areas of a significant research project.

Further milestone (normally five years in post) for promotion to Senior Research Fellow:

RESEARCH

- Have produced at least four pieces of work (as the principal author) - including the pieces referred to above - at least two of which are assessed by the University as being at or above 'international excellence' level, with the others graded at least 'recognised internationally'.
- Secure research funding, from a peer-reviewed source agreed with the College DoR at a level consistent with the College full time equivalent (FTE) income target.
- Supervise or act as co-supervisor of at least one postgraduate research student or Graduate Research Assistant (GRA) or Postgraduate Research Associate (PRA).
- Presentation of at least one piece of work developed at the University of Exeter at a major academic conference of international standing.

MANAGEMENT AND ADMINISTRATION

- Make an effective and significant contribution to the management and administration of a significant research project - including resource management (people / budgets) and project management.
- Participate in wider professional activities such as meetings of professional / subject organisations, etc.

TEACHING

- Effectively contribute to teaching and learning programmes in the College, as evidenced by satisfactory peer and student feedback with evidence of excellence in some areas.
- Effectively supervise postgraduate research students.



Geography, Archaeology and Earth Resources

Initial milestone (normally three years in post):

RESEARCH

- Publication of at least * articles, in which the Research Fellow is the principal author, in journals agreed with the College Director of Research (DoR).
- Supervise or act as co-supervisor of at least one postgraduate research student or Graduate Research Assistant (GRA) or Postgraduate Research Associate (PRA).
- External funding: make at least three substantial research applications as principal investigator or co-investigator to research councils or equivalent external funding bodies.
- Presentation of at least one piece of work at a major academic conference of international standing.

MANAGEMENT AND ADMINISTRATION

- Effectively manage one or more areas of a significant research project.

Further milestone (normally five years in post) for promotion to Senior Research Fellow:

RESEARCH

- Have produced at least four pieces of work (as the principal author) - including the pieces referred to above - at least two of which are assessed by the University as being at or above 'international excellence' level, with the others graded at least 'recognised internationally'.
- Secure research funding, from peer-reviewed sources, at a level consistent with the College full time equivalent (FTE) income target.
- Supervise or act as co-supervisor of at least one postgraduate research student or Graduate Research Assistant (GRA) or Postgraduate Research Associate (PRA).
- Presentation of at least one piece of work developed at the University of Exeter at a major academic conference of international standing.

MANAGEMENT AND ADMINISTRATION

- Make an effective and significant contribution to the management and administration of a significant research project - including resource management (people / budgets) and project management.
- Participate in wider professional activities such as meetings of professional / subject organisations, etc.

TEACHING

- Effectively contribute to teaching and learning programmes in the College, as evidenced by satisfactory peer and student feedback with evidence of excellence in some areas.
- Effectively supervise postgraduate research students.

* The number will be specified by the College prior to appointment, recognising the requirements of the specialist area of research.



University of Exeter Medical School	
Initial milestone (normally three years in post):	
RESEARCH	
<ul style="list-style-type: none"> ▪ Publication of at least * articles, in which the Research Fellow is the principal author, in journals agreed with the College Director of Research (DoR). ▪ Supervise or act as co-supervisor of at least one postgraduate research student or Graduate Research Assistant (GRA) or Postgraduate Research Associate (PRA). ▪ External funding: make at least three substantial applications as principal investigator or co-investigator to Research Councils or other major external funding bodies eg. Major charities who are members of the Association of Medical Research Charities and/or the Department of Health and achieve a grant that would support a substantial piece of work leading to publication rather than pilot or pre protocol work often funded by minor charities. ▪ Presentation of at least one piece of work at a major academic conference of international standing. 	
MANAGEMENT AND ADMINISTRATION	
<ul style="list-style-type: none"> ▪ Effectively manage one or more areas of a significant research project. 	
Further milestone (normally five years in post) for promotion to Senior Research Fellow:	
RESEARCH	
<ul style="list-style-type: none"> ▪ Have produced at least four pieces of work (as the principal author) - including the pieces referred to above - at least two of which are assessed by the University as being at or above 'international excellence' level, with the others graded at least 'recognised internationally'. ▪ Secure research funding, from peer-reviewed sources, at a level consistent with the College full time equivalent (FTE) income target. ▪ Supervise or act as co-supervisor of at least one postgraduate research student or Graduate Research Assistant (GRA) or Postgraduate Research Associate (PRA). ▪ Presentation of at least one piece of work developed at the University of Exeter at a major academic conference of international standing. 	
MANAGEMENT AND ADMINISTRATION	
<ul style="list-style-type: none"> ▪ Make an effective and significant contribution to the management and administration of a significant research project - including resource management (people / budgets) and project management. ▪ Participate in wider professional activities such as meetings of professional / subject organisations, etc. 	
TEACHING	
<ul style="list-style-type: none"> ▪ Effectively contribute to teaching and learning programmes in the College, as evidenced by satisfactory peer and student feedback with evidence of excellence in some areas. ▪ Effectively supervise postgraduate research students. 	

* The number will be specified by the College prior to appointment, recognising the requirements of the specialist area of research.



RESEARCH CAREER PATH: DRAMA STREAM

Initial milestone (normally three years in post):

RESEARCH

EITHER

- Complete a monograph and submit to a recognised academic (or appropriate) publisher.

OR

- Complete one major / substantive practice-based research project formulated in relation to one or more specific research questions, setting out and accomplishing an appropriate means of documentation designed at the outset for the project.

OR

- Publication (or acceptance for publication) of at least two research articles (single authored or first authored) in journals or multi-author volumes agreed with your Director of Research.

OR

- Completion of two smaller-scale pieces of practice-based research formulated in relation a specific research question, setting out and accomplishing for each an appropriate means of documentation designed at the outset of each project.
- Presentation of at least one piece of work developed at the University of Exeter at a major academic conference or composition forum/public performance.

MANAGEMENT AND ADMINISTRATION

- Effectively manage one or more areas of a significant research project.

Further milestone (normally five years in post) for promotion to Senior Research Fellow:

RESEARCH

- Have produced at least four pieces of work, one of which may be a monograph or equivalent (single authored or first authored) - including the pieces referred to above - at least two of which are assessed by the University as being at or above 'international excellence' level, with the others graded at least 'recognised internationally'.

OR

- Completion of a series of major/substantive practice-based research projects, formulated in relation to one or more specific research questions, setting out and accomplishing an appropriate means of documentation designed at the outset for the project—at least one of which shall be the equivalent of a monograph.
- Secure research funding at a level consistent with the College full time equivalent income target.
- Supervise or act as co-supervisor of at least one postgraduate research student or Associate Research Fellow.
- Presentation of at least one piece of work developed at the University of Exeter at a major academic conference, performance forum or public performance.

MANAGEMENT AND ADMINISTRATION

- Make an effective and significant contribution to the management and administration of a significant research project – including resource management (people / budgets) and project management.
- Participate in wider professional activities such as meetings of professional / subject organisations, etc.

TEACHING

- Effectively contribute to teaching and learning programmes in the College, as evidenced by satisfactory peer and student feedback with evidence of excellence in some areas.



- Effectively supervise postgraduate research students.