1. Purpose of Policy

The University developed this pathway to enable the University to attract outstanding academic staff by granting positions to individuals from other institutions who have successfully competed for major research grants from prestigious funding agencies. It is the intention that this pathway will allow the University to appoint researchers into positions which reflect UCD's strategic priorities:

(a) Senior academic staff who are research leaders, and who are internationally recognised scholars with substantial research experience from respected, high-calibre institutions.

(b) Early career academic staff, who are high-potential researchers.

2. Scope of the Policy

This pathway may be considered;

- To attract outstanding faculty by granting positions to individuals from other institutions who have successfully competed for major research grants from prestigious funding agencies

- Prior to the application for research funding being submitted to or confirmation of the award by the funding agency. In these circumstances any offer of appointment will be subject to subsequent confirmation of the full research award by the funding agency

- To retain current research funded staff who have successfully competed for major research grants from prestigious funding agencies

(a) Senior faculty appointed at Professorial grades (Professor or Full Professor) through this pathway will be research leaders with a track record that is internationally acknowledged for its significance. Achievement will be recognised via established metrics in their respective fields and might include bodies such as Fellow of the Royal Society or the National Academy of Sciences. They will have been successful in attracting competitive research funding to their programmes over a sustained period of time and demonstrated their ability as academic leaders in education.

(b) Early career faculty appointed at either Lecturer/Assistant Professor or Associate Professor grade through this pathway, will be high-potential researchers with an emerging record of achievement that is internationally-recognised, and is beyond normal expectations for achievement at that grade.

In all cases, the applicant's research plan must advance the strategic plan of the University. They will be internationally-recognised researchers, and

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will show a commitment to actively engage with/apply for additional future funding on a competitive basis from all appropriate funding programmes. Applicants will be expected to demonstrate a willingness to contribute as faculty to the wider activities of the University.

3. Assessment Principles

Consistent with the Faculty Promotion Policy, appointments at UCD will be judged on international standards, will be evidence-based, and will be entirely founded on merit. The mechanism and process for appointing researchers under this policy shall uphold the University's commitment to Equality, Diversity and Inclusion.

Appointments will be considered within the overall strategy for the University and the College, and must allow for, and encourage, synergies with developments elsewhere in the University. These are, therefore, University appointments as well as College and School appointments.

3.1   The appointment criteria are set out in the Development Framework for Faculty under three headings, though the primary focus of assessment will be under Research, Scholarship & Innovation:

    I.   Research, Scholarship & Innovation
    II.   Teaching & Learning
    III.   Leadership & Contribution

In addition, all successful applicants under this pathway will be in possession of (or their appointment conditional on receipt of) a substantial research project award from a funding agency, such as, the European Research Council (ERC), or equivalent prestigious funding agency, the University's consideration of such appointments will relate to:

- The academic track record, leadership, ability and trajectory of the applicant;
- The prestige of the research award and funding agency, and the mechanism by which the award is/was made;
- The importance of the applicant and the research area to UCD's research strategy and to the appropriate Institute/School and College;
- The level of commitment and confirmed ability of the relevant Institute/School and College to provide continued financial support should support from the funding agency be withdrawn or not be renewed.
- The opinions of three independent external assessors
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4. Assessment Process

When an application has been received by UCD HR, Promotions, Grading and Reward a copy will be forwarded to the President (or in his absence the Deputy President).   The President (or Deputy President), following consultation with the relevant College Principal/, Head of School or other senior faculty as appropriate, will determine if there is a *prima facie* case to assess the application;

A *prima facie* case will exist, if following consultation, the President (or Deputy President) decides that the body of evidence against the criteria as set out in the Development Framework for Faculty merits further assessment;

Where the President (or Registrar) agrees that there is a *prima facie* case to assess an applicant under this process they will:

- Establish an Evaluation Committee, consisting of five senior members of the University with relevant expertise, chaired by the relevant College Principal. In establishing this Committee, the President (or Deputy President) will take into account the need for gender balance and diversity.

5. Role of the Evaluation Committee

The Evaluation Committee will appoint three independent external assessors who shall be asked to provide written assessments on the applicant's suitability for appointment;

The Chair of the Committee will forward the names and contact details of the independent external assessors to UCD HR, Promotions, Grading and Reward who will request the reports.

External assessors appointed by the Committee will be required to evaluate and determine whether the applicant:

- Works in an important area of research in the specific discipline and is investigating important questions in that area;
- Possesses an established international reputation based on research achievement, knowledge advancement, discovery and contribution to the discipline;
- Has achieved an academic leadership position in the discipline or demonstrates significant potential to achieve a profile of academic leadership in their discipline;

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- Has an established teaching track record informed by research, commensurate with their current position;
- Would be appointed to an equivalent position in other Universities of comparable or better standing.

The Committee will review the reports of the external assessors, assess the application against the criteria as set out in the Development Framework for Faculty and may recommend appointment at the level of Lecturer/Assistant Professor, Associate Professor, Professor or Full Professor, as appropriate and will forward its recommendation to the President.

Where the President agrees that there is sufficient evidence to make an appointment – they will make a decision, and that decision will be final. A positive decision for appointment will take the form of either:

- A commitment to appoint the applicant at an appropriate academic grade, subject to the subsequent confirmation of the full research award by the funding agency, or;
- Appoint the applicant at the appropriate academic grade, where the research award has already been made.

The President's decision will be forwarded to the Governing Authority and the Academic Council for noting.

6. Role of UCD HR

Following the decision of the President, UCD HR, Promotions, Grading and Reward will inform the following in writing of the decision and advise that appointment will be made subject to the normal recruitment process:

- The applicant
- The relevant College Principal/Head of School and / or the Director of the Research Institute, HR Partner and College Finance manager

UCD HR, Promotions, Grading and Reward will forward the application and relevant documentation to UCD HR, Resourcing in order that they may complete the normal recruitment process.

7. Application Process

Applications must be thorough, yet concise, and comply with the word or length limits where indicated. Documentation provided by applicants in support of their application may be disseminated to appropriate internal and external individuals as part of the process.

Applications consisting of the following documentation should be forwarded to UCD HR, Promotions, Grading and Reward:

Documents to be submitted by the UCD School/College/Institute

A Statement of Application from a College Principal/ or Director of one of the University's Research Institutes, which incorporates:

- Details on how the applicant was identified;
- A concise statement on the international recognition of the applicant's research leadership/achievement ;
- An identification of the connection between the strategic goals of the University and those of the funding agency from which the research award is/was sought;
- A clear statement indicating the ability and commitment of the College and School to the long-term financial support of the post should support from the funding agency be withdrawn or not renewed;
- A statement demonstrating how the applicant's contribution to the teaching and learning mission of the University will be established, and a specific commentary on the applicant's suitability as a lecturer. This statement should not exceed four sides of A4.

The names and contact details of three independent external assessors who are recognised as international leaders in the applicant's subject area, from whom the Evaluation Committee, if it considers necessary, can seek independent reports on the applicant's suitability for appointment.

Documents to be Submitted by the Applicant

- Copy of **full *curriculum vitae*** including a list of publications.

- **A personal career plan**, in which the applicant indicates the strategy, trajectory and goal he/she plans to achieve during the next five years. This plan document should not exceed two sides of A4 paper.

- **Evidence of receipt of a suitable grant**

8. Policy Revision History

Version	Date	Description	Author
3.0	February 2012	Policy Versioning Implemented	UCAATP
4.0	November 2013	The UCAATP amended the policy to allow for the appointment of early career academic staff who have been awarded an ERC grant. The Assessment Process was also changed to align it to the process called out in the Academic Retention Policy	UCAATP
5.0	February 2017	The standing down of the UCCATP in 2016 necessitated amendments to the Research Funded Pathway Policy. Changes to this policy were approved by the UMT on 28th February 2017	HR
6.0	June 2017	Policy amended following Equality Impact Assessment	HR