

**WARWICK MEDICAL SCHOOL**  
**SELECTION POOL FOR ACADEMIC STAFF (INCLUDING CLINICAL ACADEMIC STAFF) EMPLOYED ON**  
**RESEARCH AND TEACHING CONTRACTS**

The pool for redundancy will include the following staff:

- Academic staff (including clinical academic staff), at Level 8 and above employed on Research & Teaching contracts (i.e. Associate Professors, Readers and Professors or equivalent)

The pool for redundancy will exclude the following staff:

- Academic staff (including clinical academic staff), employed on Teaching only contracts (N.B. these staff will be reviewed at a later date)
- Academic staff (including clinical academic staff), employed on Research only contracts (N.B. these staff will be reviewed at a later date)
- Academic staff (including clinical academic staff), currently subject to the academic probation process
- Academic staff (including clinical academic staff), who have successfully completed the academic probation process and have been promoted as a consequence of this on or after 1 October 2014
- Academic staff (including clinical academic staff), employed on Research & Teaching contracts who were appointed with effect from 1 July 2012
- Academic staff (including clinical academic staff), on Marie Curie or other such fellowships
- Retired staff who have been re-engaged by the University on a fractional, fixed term contract linked to their own funding
- Academic staff (including clinical academic staff), employed on Fixed Term Contracts
- Academic staff (including clinical academic staff), who undertake an Institutional/Faculty Administrative role

**SELECTION CRITERIA**

The selection criteria will be based on the single criterion of research funding. This will take into account the research awards attributable to each individual, as a Principal Investigator as the primary source of award in the first instance, and as a Co-Investigator as the secondary source of award where the primary source of award has not been achieved.

- Research award funding for both Principal Investigator & Co-Investigator is taken as an average over the past 4 years, the award period being defined as from 1 November 2010 to 31 October 2014. Research funding awarded prior to 1 November 2010 will not be taken into account.
- The average amount of the award as Principal Investigator, being set as a minimum of £90,000 per annum in the period defined above.
- The average amount of award as Co-Investigator being set as £150,000 per annum where the minimum of £90,000 as Principal Investigator has not been achieved.

**DEFINITIONS**

A Principal Investigator being defined as the individual who takes responsibility for the intellectual leadership of the research project and for the overall management of the research. The Principal Investigator may be supported by a number of Co-Investigators.

A Co-Investigator being defined as an individual who supports a Principal Investigator and is named on the grant.

*Research Award being defined as the total amount awarded to the University (as a grant or contract) at such time we have concluded negotiations and contractually accepted the offer.*

#### MITIGATING CIRCUMSTANCES

The following mitigating circumstance will be taken into account when applying the criteria set out above to those staff in the pool, as defined.

- Where staff are employed on a fractional contract during the period outlined in the selection criteria above, the research award minimum will be calculated on a pro-rata basis
- Where staff have been formally seconded to another post, external to the University, during the period outlined in the selection criteria above, the research award minimum will be calculated on a pro-rata basis
- Where staff believe that particular circumstances might have had an effect on an individual's ability to write grant applications and attract research awards during the period 1 November 2010-31 October 2014