

Professorial Criteria

On their first appointment to a Professorship candidates will start at Band_1. Once appointed Professors will be expected to *progress* naturally between the Grades within a Band but will make a formal application for *promotion* between Bands 1-3. The Vice Chancellor will invite applications to the level of Distinguished Professor.

BAND_1 : First level

First-time candidates for a Professorship should be able to demonstrate a substantial track record and commitment to teaching and have distinguished themselves through substantial achievements in either (i) or (ii) below along with involvement in (iii):

- (i) original research having substantial impact beyond the university;
- (ii) Innovative teaching and curriculum design having substantial impact beyond the university;
- (iii) substantial engagement with academic citizenship within the university and to national bodies/networks.

All first-time candidates for a Professorship will be able to evidence:

- research that is an important point of reference for other researchers in the field;
- supervision to completion of postgraduate research students;
- increasing levels of external funding and/or research grants;
- Invitations to contribute knowledge to important external bodies.

This Band is sufficiently broad for new Professors to develop and establish their professorial careers in preparation for promotion to Band_2.

BAND_2 : Well established

Band_2 is for Professors with well established careers of international standing and distinction who continue to demonstrate a commitment to teaching. At this Band Professors will be able to evidence a sustained record of significant achievements that add substantially to the criteria for Band_1. Candidates for promotion to Band_2 will be expected to demonstrate achievements in any two of the following criteria:

- (i) consistent production of research that is an essential point of reference for other researchers in the field along with significant achievement in research impact or knowledge exchange;
- (ii) continuous engagement with teaching and curriculum design that has impact outside the university along with achievements in pedagogic research that are world-leading and internationally excellent;
- (iii) significant achievement in academic citizenship within and without the university either through, for example, leadership of important research centres, mentoring schemes, advising government agencies, research councils, strategic policy reviews, NGOs, the holding of office in learned societies or professional bodies etc.

In addition to the criteria for Band_1 Professors in Band_2 will be expected to evidence:

- the ability to attract high-quality research students and scholarships;
- a track record in winning significant external funding and successful leadership of research projects;
- Engagement with professional bodies and learned societies at a senior level.

BAND_3 : Internationally renowned

Band_3 is reserved for exceptional candidates who have an outstanding and sustained record of academic achievement that has been recognised by peers. Overall, it will be evident that the individual brings an exceptional level of authority to academic life, evidencing the highest levels of academic standing, within and outside the University, both nationally and internationally. Evidence for achievements at Band_3 will be significantly greater than those for previous Bands.

- (i) Professors in Band 3 will have made a significant and substantive contribution to their chosen field with evidence that they have helped to advance and redefine it;
- (ii) Their influence on the work of others will be demonstrable (for example, through high levels of citation, reviews or awards);
- (iii) As a figure of outstanding influence they will retain a strong track record, and commitment to, research informed learning and teaching;
- (iv) Their work will evidence lasting impact on the economy, society, culture and/or the environment;
- (v) They will have secured further high-level opportunities to show academic leadership, either through membership of the councils or governing bodies of major academic organisations such as the Research Councils, Research Excellence Framework, esteemed learned societies or other organisations, with visible authority, as appropriate to the discipline;
- (vi) In terms of academic citizenship the individual may demonstrate the highest level of leadership through, say, an internationally recognized research centre holding major programme grants or the through the strategic development and quality enhancement of a discipline.

Band_4 : Distinguished Professor

Band_4 is for Professors who evidence achievements of the highest academic distinction. They will be one of the world-leaders in their field. In continuous demand, they will play a pre-eminent role in major consortia or networks such as, for example, the European Union or Research Excellence Framework, in the media and will be acknowledged thought leaders. They may lead research groups of the highest standing evidenced through significant levels of sustainable inward investment and recruitment of the highest quality research students from around the world. In fulfilling the criteria for Bands 1-3 they will also be:

- (i) regarded as belonging to the highest tiers of academic standing, within and outside the University, and within and outside the UK;
- (ii) a figure of major influence who retains a strong commitment to research informed learning and teaching;
- (iii) people whose work manifests knowledge exchange having lasting impact on the economy, society, culture or the environment.
- (iv) leaders of the highest standing who offer enhancement to the university community, directly or through the indirect benefits of association;

Distinguished Professors will normally have identifiable achievements in research, and teaching, and academic citizenship, one of which will always be research. In exceptional cases, a professor may have demonstrable achievements in only the research criteria. Only a very small number of academics within the University or the UK will meet the criteria for Distinguished Professor.