General Role Descriptions

Detailed criteria can be found in the specific Appendix that relates to whether applicants are Non-Clinical, Clinical, Senior Research, Senior Learning and Teaching or Honorary. The Application Form provides a framework that enables applicants to showcase their contributions and how they meet the criteria.

Professor/Clinical Professor/Professor of Education

The title of Professor is reserved for an individual who has achieved international standing and demonstrated international leadership in the subject or profession by outstanding contributions to its advancement.

Professors make important contributions to all four areas of education, research, leadership and management, profession and practice, but to different extents. The relative weightings between the various achievements, and the level of attainment in each, will vary between applicants.

Measurement

In education there must be a sustained high level contribution to the educational mission of the College and the Learning and Teaching Strategy. There must be evidence of effective and innovative academic leadership in education and/or management within the College and outside. Specific examples of international recognition might include international prizes, plenary lectureships at international conferences, or leadership of established and internationally respected bodies within the field.

In research, there is a sustained, internationally leading reputation in the field based on an extensive track record. The research has had, and has, a major influence on the discipline and/or profession. Contributions will be measured through the quality and volume of seminal research work (usually communicated by peer reviewed publications), other creative and original scholarly work which has had a significant, international impact, and significant success at securing research income to further the research endeavour.

There must be evidence of commitment to, and involvement in, management development, personal development and developing others and promoting equal opportunities.

Judgement
The conferment of title of Professor is made on those who make seminal contributions to research, including, where appropriate, publishable educational research; who make significant contributions to teaching and/or their profession; and who show substantial and sustained academic leadership with well-developed management and personal effectiveness skills. Judgement of the suitability of a candidate for a professorship will therefore normally require evidence of substantial contributions and leadership in research, evidence of high-quality teaching and management and of significant contributions to progressing educational improvements and enhancing student learning. The balance between these will vary e.g. those successful at being awarded the title of Professor of Education will have a profile where his or her international standing will be from leadership in learning and teaching.

Scholarship or other contributions that have made a significant international impact in the relevant subject or profession may be considered in addition to (or, exceptionally, instead of) seminal research work. Examples of such work might include the development of a new surgical or diagnostic technique, significant contributions to a creative project or process, effective industrial/commercial exploitation of research.

Professor of Practice (Education)/Professor of Practice (Honorary)

The title of Professor of Practice is reserved for an individual who has achieved national and international standing and has demonstrated leadership in the subject or profession by outstanding contributions to its advancement and/or significant contributions to the mission of the College. Professors of Practice excel in one or more of the three areas of: Education, Leadership and Management, Profession and Practice. The role lies outside the traditional academic career track and is distinct from the academic role of Professor (where contributions are made in all four areas of Education, Research, Leadership and Management, and Profession and Practice). Those applicants for Professor of Practice (Education) will obviously focus upon Education and the title would most likely be awarded through promotion to senior members of the Learning and Teaching job family.

The Professor of Practice (Honorary) title is awarded through promotion to those who are honorary staff i.e. not College employees but who have close association with the College through their contributions. The title would include their specialty e.g. Professor of Practice (Neurosurgery). Honorary associates of the College hold the title for a period of time between one to five years, renewable if the terms and conditions for holding the title continue to apply and upon review and agreement by the Head of Department/School/Institute.

Measurement and Judgement is similar to that described above for Professor but the profiles will, of course, be different.

The expectation is that non-clinical or clinical academic employees would be promoted to the roles outlined in the relevant appendices but the College would wish to ensure that individuals’ contributions are not overlooked because their work does not fit into the traditional academic career track. For example, a member of staff may be on a fractional contract or bring considerable leadership or professional expertise to their role. These instances are likely to be rare but it may be possible to be promoted to Professor of Practice. Before any application is made, departments or individuals...
should discuss the case with the Assistant Provost (Academic Promotions) and Senior Consul.

**Reader/Clinical Reader or Associate Professor (if in the Business School)**

The title of **Reader or Associate Professor** (Business School) is appropriate for an individual who has achieved a national and international standing in the relevant subject or profession by significant contributions to its advancement.

Readers make important contributions to all four areas of education, research, leadership and management, profession and practice, but to different extents. The relative weightings between the various achievements, and the level of attainment in each, will vary between applicants.

**Measurement**

In research, contributions will be measured through the quality and volume of original research (as judged by peer-reviewed publications), other creative and original scholarly work which has had a national and international impact, through effective and innovative leadership in education (including publications on educational research, teaching, research student supervision and course development), students support and effective management within the department/faculty or College and outside. Examples might include prizes, invited lectures in conferences, a leading position in learned societies or membership of respected bodies within the field. There must be evidence of commitment to, and involvement in, management development, personal development and developing others and promoting equal opportunities.

**Judgement**

The conferment of title of Reader, or Associate Professor (Business School), is made to those who have an established national and international reputation for original research, and/or who make significant and original contributions to education and/or their profession, and who show innovative and effective academic leadership with well-developed management and personal effectiveness skills.

Evidence of substantial contributions and leadership in research, education and management is required but the balance between these will vary. Scholarship or other contributions that have made a significant international impact may be considered in addition to (or, exceptionally, instead of) original research work. Examples might include the publication of a well-respected textbook, the development of a new surgical or diagnostic technique, or a novel engineering design or construction method.

**Senior Lecturer (non-clinical)**

The title of **Senior Lecturer (non-clinical)** recognises significant contributions by an individual to the department/faculty or College, and the relevant subject or profession through research, education, administration and other forms of scholarship.
Senior Lecturers will contribute, as far as is possible within their area, to all four areas of education, research, leadership and management, profession and practice, but to different extents. The relative weightings between the achievements, and the level of attainment in each, will vary between applicants.

**Measurement**

Contributions will be measured through effective and innovative inputs to education (including teaching, research student supervision and completion where relevant and practicable, and course development), effective pastoral care and student support activity, effective management within the department/faculty or College and outside, and through the quality and volume of original research work (as judged by peer-reviewed publications), and other creative and original scholarly work relevant to the subject or profession. There must be evidence of commitment to, and involvement in, management development, personal development and developing others and promoting equal opportunities.

**Judgement**

Evidence of contributions in research, education, organisation/coordination of activities is required, as are developing or well-developed management and personal effectiveness skills. The balance between these activities will depend on the opportunities available and the subject area, as well as on performance. Where undergraduate teaching is a significant activity, a Senior Lectureship would be justified if an individual has made a notable contribution to education and/or management while maintaining a reasonable research record and/or professional contribution. In departments with a predominantly postgraduate activity, a record of achievement in research student training, combined with a developing research profile (as judged by peer-reviewed publications) and an administrative role might be appropriate. Scholarship or other contributions that have made a significant impact in the subject or profession may be considered in addition to (or, exceptionally, instead of) original research work.

**Principal Research Fellow**

Principal Research Fellows undertake a complementary, but different, role to that of a Professor and, given that research is their major focus they must, unquestionably, be international research leaders in their field.

**Senior Research Fellow**

Senior Research Fellows will hold an established national and international research reputation and are often team leaders and directors of research projects. The research profile must be commensurate to that of a Reader/Associate Professor.

**Learning and Teaching – Level 6**
Roles at this level are leadership roles which reflect extensive experience and high-level expertise. There is a significant degree of independent responsibility and role holders normally have senior leadership responsibilities that have a significant impact upon learning and teaching.