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.

A. 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.

Candidates for promotion to Professor of Education are expected to demonstrate educational research and scholarship that is of commensurate quality as other Professors in the Academic job family. However, the balance of their activities will normally be weighted towards education delivery, including innovating and enhancing day-to-day practice, which may impact upon the volume of research expected.

Measurement

In education there must be a sustained high-level contribution to Imperial's educational mission which is demonstrably aligned to the Learning and Teaching Strategy. There should be evidence of effective, inclusive and innovative educational practice and leadership in education within Imperial and outside, including leadership in educational transformation (for example: curricula and assessment, pedagogy and innovative use of technology enhanced learning), educational scholarship and research.

In research, there must be a sustained, internationally leading reputation in the field based on an extensive track record. The research will have 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. 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.

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 successfully awarded the title of Professor of Education will have a profile in which the candidates international standing will be as a result of educational scholarship and research and 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.

B. Honorary Professor of Practice

The title of **Honorary Professor of Practice or Honorary Clinical 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 Imperial. Professors of Practice excel in ***one or more*** of the three areas of: **Education, Leadership and Management, and 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**).

The **Honorary Professor of Practice** title is awarded through promotion to those who are honorary staff i.e. **not** Imperial employees but who have close association with Imperial through their contributions. The title must include their specialty within brackets, e.g., Honorary Professor of Practice (Neurosurgery). Honorary associates of Imperial hold the title for a period between one to five years.

Use of the Title Professor of Practice: It is a condition that users of the title apply it in full, for example: *"Dr Xxxx, Professor of Practice (Neurosurgery)"* with no abbreviation on letterheads, web pages or elsewhere. The title may not be abbreviated to "Professor" as this would indicate that the person holds the full academic title of Professor (which requires additional criteria not required of the Professor of Practice title).

Measurement and Judgement are similar to as described above for Professor but the profiles will, of course, be different. **Honorary Professor of Practice appointments are renewable** for a period up to five years based on the following process:

1. Professors of Practice in their final year will be asked for an account of what they have contributed to Imperial in terms of teaching, research, clinical achievements, other measures of esteem as well as wider contributions (e.g. outreach and EDI).
2. The application will first be vetted at the Departmental level.
3. The application will then be vetted by the Dean of the Faculty.
4. The Associate Provost (Academic Promotions) will then make the final decision

based on the recommendation by the Dean of Faculty while ensuring consistent treatment across Imperial.

A candidate for renewal is not expected to be interviewed.

C. Associate Professor (Grade 2)
Associate Professor (Grade 2, Clinical)
Associate Professor (Grade 2, Education)
Associate Professor (Business School)

The conferred title of **Associate Professor (Grade 2) and Associate Professor (Business School)** is appropriate for an individual who has achieved national standing and is evidently developing international standing in the relevant subject or profession by significant contributions to its advancement.

Associate Professors at this grade 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.

Candidates for promotion to Associate Professor of Education are expected to demonstrate educational research and scholarship that is of commensurate quality as other Associate Professors in the Academic job family. However, the balance of their activities will normally be weighted towards education delivery, including innovating and enhancing day-to-day practice, which may impact upon the volume of research expected.

Measurement

In education there must be a sustained contribution to Imperial's educational mission, demonstrably aligned to the Learning and Teaching Strategy. There should be evidence of effective, inclusive and innovative educational practice and leadership in education, including sustained excellence in teaching, engagement with educational transformation (for example curricula and assessment, pedagogy and innovative use of technology enhanced learning), educational scholarship and research, research student supervision, student support and effective management within the Department, Faculty or University and outside.

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. 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 Associate Professor at this grade is made to those who have an established national and developing 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.

D. Associate Professor (Grade 1)

The title of Associate Professor (Grade 1) recognises significant contributions by an individual to the Department, Faculty or University, and the relevant subject or profession through research, education, administration and other forms of scholarship.

An Associate Professor at this grade 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, engagement with educational transformation such as curricula and assessment, pedagogy and innovative use of technology enhanced learning), research student supervision and completion where relevant and practicable. Contributions will also be measured through effective student support activity, effective management within the Department, Faculty or University 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 teaching is a significant activity, a promotion to Associate Professor at this grade 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.

E. 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.

F. 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 an Associate Professor (Grade 2) as outlined in Section C above.