

Senior Academic Promotions Guidance Criteria

This is guidance on criteria, setting out examples of evidence that would be required to be successful in an application for promotion. Please note that the final decisions on outcomes of the promotions process is based on merit. The promotions process is a competitive process across all faculties. Please note that this document is supplemental to, and should be read in conjunction with, the senior academic promotions policy.

Associate Professor

In terms of **Research & Scholarship** a successful candidate for Associate Professor will be an individual who:

- has developed a research programme of significance;
- demonstrates clear evidence of sustained research output and impact;
- has begun to develop an international reputation for research excellence;
- plays a key role in the development of inter-institutional research collaborations, national and/or international;
- has a track-record of success in research grant applications, in line with opportunities available;
- provides evidence that they are continuing on a trajectory of research excellence.

In terms of **Teaching** a successful candidate for Associate Professor will be an individual who:

- is an experienced academic with an on-going programme of scholarly activities;
- is operating independently and as a senior member of teaching teams;
- has developed successful teaching programmes or has introduced innovations of significance in existing programmes;
- has a demonstrable commitment to enhancing the teaching quality in his/her field;
- has some experience of supervision of research students.

In terms of **Service to the College and Engagement with Discipline/Society**, a successful candidate for Associate Professor will be an individual who:

- has undertaken leadership positions at Discipline, School, Faculty or College level, which may include the role of College Tutor or having acted as a Mentor;
- shows significant contribution to the School, College and field;
- shows strong contribution on outreach activities.

Professor In

In terms of **Research & Scholarship** a successful candidate for Professor will be an individual who:

- has a substantial and sustained research output and impact;
- has shown strong leadership in research and a clear research focus;
- has a well-developed and recognised international research profile including international research collaborations of significance;
- has been awarded major research grants and has built a research team of significance (where appropriate to the discipline);
- provides evidence that they are continuing on a trajectory of research excellence;
- has made a demonstrable contribution to the research reputation of the College.

In terms of **Teaching** a successful candidate for Professor will be an individual who:

- is an excellent educator who is a dedicated and outstanding teacher and mentor;
- is a senior staff member who has demonstrated a sustained commitment to developing the undergraduate and postgraduate teaching programmes within the School;
- has demonstrated leadership in teaching, including curriculum development and innovation;
- has had an impact on the field through the supervision of PhD students and through the development of research teams (where appropriate to the discipline).

In terms of **Service to the College and Engagement with Discipline/Society**, a successful candidate for Professor will be an individual who:

- has had a key role in developing the discipline nationally and internationally;
- has the vision and leadership skills necessary to oversee the further development of the Discipline;
- is recognised as a thought-leader in the field and has made important and sustained contributions to public debate and/or public engagement;
- has had significant senior leadership and management roles at Discipline, School, Faculty or College level which may include the role of College Tutor or having acted as a Mentor.

Professor Of

In terms of **Research & Scholarship** a successful candidate for Professor Of will be an individual who

- has demonstrated that they have had a transformational impact on their discipline;
- has shaped the field in a fundamental and enduring manner (this will be evidenced in discipline-appropriate ways and may involve a policy or practice-related impact);
- has made a unique and substantive contribution to the development of the field;
- has a significant track-record of sustained achievement;
- provides evidence that they are continuing on a trajectory of continued research excellence and impact.

A candidate who is seeking promotion to Professor Of will be a research leader, who is an attractor of excellent academics and postgraduate students;

- who has done creative and innovative research;
- who has developed a research team of significance and critical mass (where appropriate to the discipline);
- who has been awarded major research grants (where appropriate to the discipline).

The significance of the candidate's work will be supported by an appropriate dissemination strategy, which will be commensurate with the opportunities in the relevant field. This work may be characterised by high impact in the policy and practice area, with the associated outreach activity.

In terms of **Teaching** the candidate for Professor Of will be an individual who is

- an extraordinary and exceptional educator who has transformed the student experience;
- an educator who inspires, challenges, trains and mentors future scholars and who has had a formative role in educating generations of students in the field;
- an educator who has demonstrated that they have the vision and flair to create new teaching programmes and who has had a sustained involvement in teaching programmes in the discipline;
- an innovator in pedagogy who, through engagement with students, has created a legacy as an exceptional teacher.

In terms of Service to the College and Engagement with Discipline/Society, a successful candidate for Professor Of will be an individual who has had significant leadership and management roles and who has, and is still making, an impact in that regard. It is expected that they will have played a role in the support of students and staff, for example through College Tutorship or as a Mentor. They will have a significant international profile for their contribution to the academy. This work may be characterised by high impact in the policy and practice area, with the associated outreach activity.

Senior Lecturer/Consultant

In terms of **Research & Scholarship** a successful candidate for Senior Lecturer/Consultant will be an individual who:

- has developed a research programme of significance;
- has demonstrated clear evidence of sustained research output and impact;
- has begun to develop an international reputation for research excellence;
- has played a key role in the development of inter-institutional research collaborations, national and/or international;
- has a track-record of success in research grant applications, in line with opportunities available;
- has provided evidence that they are continuing on a trajectory of research excellence.

In terms of **Teaching** a successful candidate for Associate Professor will be an individual who:

- is an experienced academic with an on-going programme of scholarly activities;
 - is operating independently and as a senior member of teaching teams;
 - has developed successful teaching programmes or has introduced innovations of significance in existing programmes;
 - has a demonstrable commitment to enhancing the teaching quality in their field;
 - supervising undergraduate students during clinical activities
 - has some experience of supervision of research students.
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- In terms of **Service to the College (including hospital)and Engagement with Discipline (including clinical) and Society**, , a successful candidate for Senior Lecturer/Consultant will be an individual who:
 - has undertaken leadership positions at Discipline, School, Faculty or College level, which may include the role of College Tutor or having acted as a Mentor;
 - has shown significant contribution to the School, College and field;
 - has shown strong contribution on outreach activities;
 - has engaged as a Clinical Academic Advisor
 - has made a contribution to service development e.g. Clinical Lead
 - has developed a role in informing national/ international policy

Associate Professor/Consultant

In terms of **Research & Scholarship** a successful candidate for Associate Professor / Consultant will be an individual who:

- has a substantial and sustained research output and impact;
- has shown strong leadership in research and a clear research focus;
- has a well-developed and recognised international research profile including international research collaborations of significance;
- has been awarded major research grants and has built a research team of significance (where appropriate to the discipline);
- has provided evidence that they are continuing on a trajectory of research excellence;
- has made a demonstrable contribution to the research reputation of the College.

In terms of **Teaching** a successful candidate for Associate Professor / Consultant will be an individual who:

- is an excellent educator who is a dedicated and outstanding teacher and mentor;
- is a senior staff member who has demonstrated a sustained commitment to developing the undergraduate and postgraduate teaching programmes within the School;
- has demonstrated leadership in teaching, including curriculum development and innovation;
- has had an impact on the field through the supervision of PhD students and through the development of research teams (where appropriate to the discipline);
- has supervised undergraduate and postgraduate students during clinical activities.

In terms of Service to the College and Engagement with Discipline /Clinical Discipline and Society , a successful candidate for Associate Professor / Consultant will be an individual who:

- has had a key role in developing the discipline nationally and internationally;
- has the vision and leadership skills necessary to oversee the further development of the Discipline;
- is recognised as a thought-leader in the field and has made important and sustained contributions to public debate and/or public engagement;
- has had significant senior leadership and management roles at Discipline, School, Faculty or College level which may include the role of College Tutor or having acted as a Mentor in an hospital environment;
- has demonstrated professional engagement at a national policy level or as clinical lead at a national level
- has had a transformative effect on clinical service

Professor/Consultant

In terms of **Research & Scholarship** a successful candidate for Professor/Consultant will be an individual who

- has demonstrated that they have had a transformational impact on their discipline;
- has shaped the field in a fundamental and enduring manner (this will be evidenced in discipline-appropriate ways and may involve a policy or practice-related impact);
- has made a unique and substantive contribution to the development of the field;
- has a significant track-record of sustained achievement;
- has provided evidence that they are continuing on a trajectory of continued research excellence and impact.

A candidate who is seeking promotion to Professor/Consultant will be a research leader, who is an attractor of excellent academics and postgraduate students;

- who has done creative and innovative research;
- who has developed a research team of significance and critical mass (where appropriate to the discipline);
- who has been awarded major research grants (where appropriate to the discipline).

The significance of the candidate's work will be supported by an appropriate dissemination strategy, which will be commensurate with the opportunities in the relevant field. This work may be characterised by high impact in the policy and practice area, with the associated outreach activity.

In terms of **Teaching** the candidate for Professor/Consultant will be an individual who is

- an extraordinary and exceptional educator who has transformed the student experience;
- an educator who inspires, challenges, trains and mentors future scholars and who has had a formative role in educating generations of students in the field;
- an educator who has demonstrated that they have the vision and flair to create new teaching programmes and who has had a sustained involvement in teaching programmes in the discipline;
- an innovator in pedagogy who, through engagement with students, has created a legacy as an exceptional teacher.

In terms of Service to the College and Engagement with Discipline /Clinical Discipline and Society, a successful candidate for Professor/Consultant will be an individual who:

- has had significant leadership and management roles and who has, and is still making, an impact in that regard;
- has played a role in the support of students and staff, for example through College Tutorship or as a Mentor;
- has had a significant international profile for their contribution to academia. This work may be characterised by high impact in their relevant policy and practice area, with the associated outreach activity.

The Professor/Consultant will have demonstrated professional engagement at national policy level or clinical lead at a national level, as well as transformative effect on clinical service