Professorial Appointments Pack Contents

Professorial Appointments Criteria

Individuals joining us from another UK university, already holding the title of Professor awarded by that university, will have that Professorship recognised, subject to ratification by the Vice Chancellor.

If the successful candidate is not currently a professor at another UK University, it may be possible to offer this subject to meeting ARU's Professorial Framework.

To be considered for professorial status, candidates will need to provide a detailed curriculum vitae (including a detailed list of publications), the names and addresses of four academic or professional referees who are familiar with the candidate's work, from whom we will normally obtain two written references, and such information or other evidence as the individual determines to support his or her case. Candidates should state the nature of their relationship, in any, to the referees listed.

The panel would consider the application for professorial status against the following criteria:

- Research and Scholarship;
- Education;
- Leadership, Staff Development and Income Generation;
- External Esteem and Collaboration;

In conferring the title of Professor, the Panel takes account of the person's proven standing in the relevant subject or profession as established by outstanding contributions to its advancement through publications, creative work, clinical activity, public policy or other appropriate forms of scholarship, and through academic leadership, supervision and teaching development. Other contributions to the work of ARU, learned societies and other relevant bodies may also be taken into account.

Professorial Principal Performance Criteria

Lecturer/Practitioner/Research Fellow to Professor A1

Research and Scholarship			
1. Lecturer/Practitioner/Research Fellow	**2. Senior Lecturer/Practitioner/ Research Fellow**	**3. Associate Professor**	**4. Professor A1**
1.1**: Authorship/role** in the preparation and publication of high-quality peer-reviewed research and/or professional scholarly outputs.	2.1: **Authorship** in the preparation and publication of high-quality peer-reviewed research and/or professional scholarly outputs	3.1: **Lead authorship** in the preparation and publication of high-quality peer-reviewed research and/or professional scholarly outputs.	4.1: **Sustained lead authorship** in the preparation and publication of nationally and a growing proportion of internationally excellent peer-reviewed research and/or professional scholarly outputs.
1.2: Presenting original work at **regional** peer-reviewed conferences, policy fora and/or other public events.	2.2: Presenting original work at **regional and national** peer-reviewed conferences, policy fora and/or other public events.	3.2: Presenting original work at **national peer-reviewed** conferences, policy fora and/or other public events. 3.3: **Contributing to the organisation of regional** conferences.	4.2: Presenting original work and making **a leading contribution to national peer-reviewed** conferences, policy fora and/or other public events. 4.3: **Organising national** conferences.
1.3: Undertaking academic and research activity which **has the potential to create impact** within the University and/or wider society.	2.3: Undertaking academic and research activity **which has the potential to create impact** within the University and/or wider society.	3.4: Undertaking academic and research activity **which creates impact** within the University and/or wider society.	4.4: Undertaking academic and research activity which **creates impact within academia and/or wider society.**
Education			
1. Lecturer/Practitioner/Research Fellow	**2. Senior Lecturer/Practitioner/ Research Fellow**	**3. Associate Professor**	**4. Professor A1**
1.4: **Delivering** excellent research and employer-informed education at undergraduate and/or post-graduate level.	2.4: **Designing, developing and delivering** excellent research and employer-informed education at undergraduate and/or post-graduate level.	3.5: **Making a sustained contribution to designing, developing and delivering** excellent research and employer-informed education at undergraduate and/or post-graduate level.	4.5: **Making a significant and sustained contribution to designing, developing and delivering** excellent research and employer-informed education at undergraduate and/or post-graduate level.

1.5: Contributing to the revision of **existing modules** by incorporating appropriate innovative approaches in line with the Active Curriculum Framework, which engage students in their learning and promote their successful progression.	2.5: Contributing to the revision of **existing courses** by incorporating appropriate innovative approaches in line with the Active Curriculum Framework, which engage students in their learning and promote their successful progression.	3.6: **Revising existing and designing new courses through contributing to the development of appropriate innovative approaches** in line with the Active Curriculum Framework, which engage students in their learning and promote their successful progression.	4.6: **Leading the enhancement of the curriculum, including designing new courses, by developing appropriate innovative approaches** in line with the Active Curriculum Framework, which engage students in their learning and promote their successful progression.
1.6: Incorporating innovative co-curricular approaches **into modules** that enhance student outcomes.	2.6: Incorporating innovative co-curricular approaches **into courses** that enhance student outcomes.	3.7: **Devising new/innovative co-curricular activities** that enhance student outcomes.	4.7: **Leading the development of institutional** co-curricular activities that enhance student outcomes.
1.7: **Building academic capacity through co-supervision** of current PhD or Professional Doctorate Students and contributing to help ensure timely successful completions.	2.7: **Building academic capacity through co-supervision** of current PhD or Professional Doctorate students and ensuring timely successful completions.	3.8: **Making a sustained contribution to building academic capacity through co-supervision** of current PhD or Professional Doctorate students in line with the discipline norm numbers and ensuring timely successful completions. 3.9: Supporting the design and delivery of innovative academic support and supervision for research students.	4.8: **Making a significant and sustained contribution to building academic capacity through co-supervision** of current PhD or Professional Doctorate students in line with the discipline norm numbers and ensuring timely successful completions. 4.9: Leading the development of research training curricula relevant to the discipline.
Leadership, Staff Development and Income Generation			
1. Lecturer/Practitioner/Research Fellow	**2. Senior Lecturer/Practitioner/ Research Fellow**	**3. Associate Professor**	**4. Professor A1**
1.8: Contributing to the academic **leadership of the discipline**.	2.8: Contributing to the academic **leadership of the School**.	3.10: **Making a sustained contribution** to the academic leadership of the School, **Faculty and/or ARU recognised research entities.**	4.10: **Making a significant and sustained contribution** to the academic leadership of the Faculty, University and/or **significant external academic partnerships.**

| 1.9: **Engaging with** staff development. | 2.9: **Contributing to** staff development, mentoring and training for research and academic colleagues. | 3.11: **Making a sustained contribution to** staff development, mentoring and training for research staff and academic colleagues.

3.12: **Making a sustained contribution to** researcher development (postgraduate taught, postgraduate research, research staff and early career academic staff). | 4.11 : **Making a significant and sustained contribution to** staff development, mentoring and training for research staff and academic colleagues.

4.12 : **Acting as a role model and mentor** for University staff and for colleagues in other institutions and organisations.

4.13 : **Making a significant and sustained contribution to** researcher development (postgraduate taught, postgraduate research, research and academic staff including Associate Professors). |
| 1.10: **Generating** external income from research and/or consultancy activities. | 2.10: **Generating** external income from research and/or consultancy activities. | 3.13: **Leading on the generation** of external income from research, commissions and/or consultancy activities, as CO-I or PI. | 4.14: **Demonstrating a sustained record of leading** on the generation of external income from research contracts and/or consultancy related to discipline areas. |

External Esteem and Collaboration			
1. Lecturer/Practitioner/Research Fellow	**2. Senior Lecturer/Practitioner/ Research Fellow**	**3. Associate Professor**	**4. Professor A1**
1.11: Influencing professional practice development/**services in the discipline.**	2.11: Influencing professional practice development/**services regionally.**	3.14: Influencing professional practice development/services regionally/**nationally**.	4.15: **Leading** professional practice development/services **nationally/internationally**.
1.12: **Linking with collaborative** education, employer and industry partnerships and engaging in knowledge exchange.	2.12: **Participating in collaborative** education, employer and industry partnerships and engaging in knowledge exchange.	3.15: **Developing collaborative education**, employer and industry partnerships and engaging in knowledge exchange.	4.16: Having a role in implementing high level collaborative work with other regional and national institutions (industry and employers), and successfully exploiting education and/or research

			through knowledge exchange or technology transfer.

Professorial Appointment Review Form

Please complete this form alongside your standard application for the post you are applying for.

Maximum word count is 3000.

First name(s)	
Last name	
Post applied for	

SECTION 1: **Evidence**
Please ensure that your evidence is mapped to the performance criteria for each category and that you have included clear **evidence of impact**, using relevant evidence-based metrics where possible.

SECTION 1:1 **Education**
Performance criteria: • Making a sustained contribution to designing, developing and delivering excellent research-informed education at undergraduate and/or post-graduate level. • Revising existing and designing new courses through contributing to the development of appropriate innovative, which engage students in their learning and promote their successful progression. • Devising new/innovative co-curricular activities that enhance student outcomes.

- Making a sustained contribution to building academic capacity through co-supervision of current PhD or Professional Doctorate students in line with the discipline norm numbers and ensuring timely successful completions.

SECTION 1:2   Research and Scholarship

Performance criteria:

- Lead authorship in the preparation and publication of high-quality peer-reviewed research and/or professional scholarly outputs.

- Presenting original work at national peer-reviewed conferences, policy fora and/or other public events.

- Contributing to the organisation of regional and national conferences.

- Undertaking academic and research activity which creates impact within your current institution and/or wider society.

SECTION 1:3   Leadership, Staff Development and Income Generation

Performance criteria:

- Making a sustained contribution to academic leadership at your current institution.

- Making a sustained contribution to staff development, mentoring and training for research staff and academic colleagues.

- Making a sustained contribution to researcher development (postgraduate taught,

postgraduate research, research staff and early career academic staff).

- Leading on the generation of external income from research and/or consultancy activities, as CO-I or PI.

SECTION 1:4   External Esteem and Collaboration

Performance criteria:

- Influencing professional practice development/services nationally

- Developing collaborative education, employer and industry partnerships and engaging in knowledge exchange.

SECTION 2:   Continuing Contribution

In this section please describe how you will maintain and enhance your performance if you are appointed to Anglia Ruskin University.