

Criteria for Progression to Associate Professor (E&R)

What you can expect from us

The development of your career as an Exeter Academic will continue beyond your appointment/progression to the role of Senior Lecturer. We are committed to continuing to develop your academic career and will ensure that you are supported in the next stage of your career at the University of Exeter so that you can flourish as a Senior Lecturer and aspire to progress to Associate Professor in due course.

Your Academic Manager will continue to support you in the development of your career. They will meet with you to agree the activities and expectations you need to achieve as a Senior Lecturer and to discuss how you can fulfil your potential and aspirations to become an Associate Professor at the appropriate time based on the achievements detailed below. They will also provide coaching and mentoring and be available for advice and guidance throughout your employment as an Exeter Academic.

You will be supported through regular meetings and annual reviews (through the Performance and Development Review) to ensure you are achieving your potential and career aims in research and scholarship.

What we expect from you

The next stage in your development will see you build on the strong basis you have built during your academic career at Exeter and allow you to further develop the skills and competencies you need to be an effective and successful Exeter Academic so that you achieve progression to Associate Professor. Exeter Academics aspiring to progression to Associate Professor should demonstrate, through sustained performance:

- a contribution and value to the College beyond that expected of a Senior Lecturer;
- that they are a major authority in their subject with an international reputation and a proven record of academic leadership;
- research which is internationally competitive and potentially world leading;
- a potential to progress to a Professorial position as detailed in the criteria given below.

Progression to Associate Professor requires external peer review by leading academic experts in the relevant field, including international reviewers. In this way, the University is able to ensure that all progressions to this level can clearly demonstrate international standards of excellence and standing in the field.

EDUCATION

Exeter Academics are committed to providing an excellent student experience that is characterised by high quality and innovative research-led teaching and student support to produce graduates and postgraduates of distinction.

Exeter Academics are also committed to their own continuous professional development through critical self-evaluation and other forms of assessment of their teaching practice.

Exeter Academics will contribute to the aims of our Education Strategy¹ by delivering teaching at undergraduate and postgraduate level and developing and supervising researchers.

¹ See <http://www.exeter.ac.uk/about/vision/educationstrategy/>

EDUCATION EXPECTATIONS FOR PROGRESSION TO ASSOCIATE PROFESSOR

To achieve progression to Associate Professor - in addition to continuing to meet the Education requirements for an Exeter Academic at Senior Lecturer level - you will be expected to make a significant contribution to the leadership and management of the development of teaching and learning strategies and academic standards for the College and subject area.

The following examples are intended to provide an indication of the range of evidence that may be taken into account. Senior Lecturers are not expected to have undertaken all of these activities - we recognise that, as your career develops, you will demonstrate excellence in some of these areas which complements the strengths of your colleagues in your discipline and College. Your academic manager will discuss the appropriate expectations with you.

- evidence of outstanding teaching in your field potentially at national level;
- lead University wide initiatives related to Education and Scholarship (eg developing market led PGT programmes that are attractive internationally);
- lead cross-College activities to enhance the broader student experience;
- collaborate in University wide initiatives to enhance Student Support;
- take a leading role in University procedures relating to student support and disciplinary processes;
- lead external accreditation by professional bodies;
- take a major role in creating and implementing policy related to quality and standards;
- champion an integrated approach to academic practice at institutional level with regard to teaching;
- be the primary author of internationally recognised learning resources;
- develop professional courses with the NHS or other professional bodies;
- National Teaching Fellow Status (or application for this as evidenced by University selection process and award of University Teaching Fellowship in recognition of quality of application);
- Award of HEA Senior Fellowship via our ASPIRE programme.

RESEARCH, IMPACT AND KNOWLEDGE EXCHANGE

The University of Exeter is an outstanding research-intensive university, known globally for its research excellence and impact. We encourage interdisciplinary working and have developed research strategies that break down internal boundaries and work in areas that fit closely with international research priorities.

Exeter Academics contribute to the aims of our Research and Impact Strategy¹ by: undertaking research which creates new knowledge leading to high quality research outputs; attracting competitive levels of research funding; engaging in knowledge exchange activities and delivering research impact; which helps to provide an excellent research environment including for the supervision of post-graduate research students.

Exeter Academics are also committed to applying all appropriate legal, ethical, professional and regulatory frameworks to the design and conduct of the research and to the principles of Open Research.²

Exeter Academics contribute to our collective vision to develop a stimulating disciplinary and interdisciplinary research environment and a vibrant centre for new ideas by developing a research profile that (as appropriate to the discipline):

- meets international standards of excellence;
- includes international collaborations and publications;
- is interdisciplinary and collaborative (as appropriate);
- is disseminated and has an impact in the wider community;
- is reflected through high quality and successful grant applications.

However, we recognise that, as your career develops, you will demonstrate excellence in some of these areas which complements the strengths of your colleagues to successfully achieve high quality, engaged, and impactful research in your discipline and College.

RESEARCH, IMPACT AND KNOWLEDGE EXCHANGE EXPECTATIONS FOR PROGRESSION TO ASSOCIATE PROFESSOR

The research and impact expectations of a Senior Lecturer aspiring to progression to Associate Professor build upon the research requirements for an Exeter Academic at Senior Lecturer level. To achieve progression to Associate Professor – in addition to continuing to meet the Research and Impact requirements for progression to Senior Lecturer - you will be expected to demonstrate that you are developing as a major authority in your subject with an international reputation. In particular, the following evidence will be taken into account:

- Research outputs: a continued record of high quality research publications that are recognised as internationally excellent or world leading with a consideration of originality, rigour and significance, a useful example of criteria might be the REF guidelines^{3,4}). World leading publications will continue to be the goal;
- Research Awards: to be considered for progression to Associate Professor, you will be expected to demonstrate a sustained and rising trajectory of research grant income well above the expectations of a Senior Lecturer. The College Executive will determine the income target figure for each discipline taking account of benchmark competitor data. The income target figure for each discipline will be reviewed annually by the College Executive. This will be calibrated for you each year and discussed with you in your annual review so that the standards you must achieve are clear. Only research funding and outputs achieved since promotion/appointment to Senior Lecturer will be taken into account when considering progression to Associate Professor;
- Research impact and engaged research: lead knowledge exchange or impact-focused activities or engaged research (including consultancy, intellectual property, commercialisation through licenses and spin-outs and regional knowledge exchange projects, or working with non-academic partners such as user communities, members of the public, public, private or voluntary sector organisations, industry). This might be demonstrated by significant income generation, jointly authored papers, external investment raised, patents or other rights secured or other indicators relevant to the discipline. These might be activities with significant and specific planned knowledge exchange or impactful outcomes and/or a focus on evidence collection to develop case studies of significance and reach;
- PhD student and Research Fellow supervision;

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| ➤ other esteem indicators - for example, leadership of research teams in the University, leadership of major research initiatives beyond the University, editorial responsibilities, management role in a professional body, significant role in international research networks, invitation to give keynote presentations at prestigious conferences; |
| ➤ significant contribution to the development and clarification of research strategy for the College and subject area; |
| ➤ mentoring and developing other researchers in the College; |

ACADEMIC LEADERSHIP

Exeter Academics play an active role within the University community and the wider community. Academic leadership is essential to the development of a successful academic career at a senior level.

It is characterised by taking on leadership and management roles within your discipline, College and the University, serving on working groups, supporting and developing less experienced colleagues and engaging in a supportive and collaborative working environment with academic and Professional Services colleagues and with partners outside the University.

It also includes contributing to the development and achievement of College plans and the University's strategies for Education, Research, Impact, Innovation and Business Engagement and Global Engagement and Development.

Academic Citizenship also takes account of how you work, as well as what you do. Exeter Academics will consistently demonstrate:

- the University's Global 100 values;
- the University's commitments to equality and diversity and dignity and respect;
- adherence to the University's Code of Good Practice in the Conduct of Research and all appropriate legal, ethical, professional and regulatory frameworks required by the University, funding bodies and legislation.

ACADEMIC LEADERSHIP EXPECTATIONS FOR PROGRESSION TO ASSOCIATE PROFESSOR

For progression to Associate Professor, you will be expected to be undertaking significant academic leadership as evidenced by at least one of the following or similar/higher level activity:

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| ➤ leadership and management of a unit or a significant area of activity within the University; |
| ➤ management of significant income-generating programmes and/or leadership of collaborative partnerships; |
| ➤ evidence of contributing to College and University International partnerships; |
| ➤ evidence of developing significant industrial or third sector connections; |

1 <http://www.exeter.ac.uk/research/inspiring/strategy/>

2 <http://www.exeter.ac.uk/research/openresearch/policies/exeter/>

3 The REF2021 output assessment criteria can be found here https://www.ref.ac.uk/media/1092/ref-2019_01-guidance-on-submissions.pdf p.84. Please note that the University is committed to ensuring the output criteria continue to be relevant.

4 The quality of outputs will be assessed by internal review.

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| ➤ effectively carrying out the role of Senior Tutor; |
| ➤ effectively carrying out the role of Programme Coordinator; |
| ➤ effectively developing a new programme at undergraduate or postgraduate level; |
| ➤ effectively carrying out a significant administrative role within the College, for example taking a lead responsibility for employability, widening participation, internationalisation, knowledge exchange and impact etc. |
| ➤ effectively carrying out major and prestigious education leadership roles in external contexts. |

The examples above are indicative. It is recognised that you may not have the opportunity to undertake all of the examples given. Your academic manager will discuss the appropriate expectations with you.