

## **Criteria for Progression to 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 Associate Professor. 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 an Associate Professor and aspire to progress to a full Professorial position 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 an Associate Professor and to discuss how you can fulfil your potential and aspirations to become a 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 Professor.

Exeter Academics aspiring to progression to Professor should demonstrate, through sustained excellent performance:

- a contribution and value to the Faculty beyond that expected of an Associate Professor;
- the highest levels of international excellence, with evidence of world-leading scholarship;
- that they are an outstanding expert in their subject, with a strong record of research and teaching;
- a substantial measure of academic leadership both internally and externally;
- major authority in their subject with an international reputation and a proven record of academic leadership.

As detailed in the criteria given below. It is recognised that not all candidates for progression to Professor will meet all of the criteria, but clear evidence of excellence must be provided.

Progression to 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. Progression to Professor is an international mark of distinction and progression to this level must be externally validated against this standard.

### **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 Strategy<sup>1</sup> by delivering teaching at undergraduate and postgraduate level and developing and supervising researchers.

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

**EDUCATION EXPECTATIONS FOR PROGRESSION TO PROFESSOR**

To achieve progression to Professor - in addition to continuing to meet the Education requirements for an Exeter Academic at Associate Professor level - you will be expected to demonstrate:

- 🕒 evidence of leading and delivering challenging and innovative learning activities/teaching materials and/or of evaluating their impact on student learning;
- 🕒 experience of introducing innovative changes to new programme development, degree curricula and a significant contribution to the skills/knowledge base in relation to teaching and learning within the institution and/or discipline;
- 🕒 evidence of leadership in teaching such as Fellowship of the HEA at Senior or Principal level, or equivalent evidence such as recognition by a learned society.

**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 Strategy<sup>1</sup> 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.<sup>2</sup>

Exeter Academics contribute to our collective vision to develop a stimulating disciplinary and interdisciplinary 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 Faculty.

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

The research and impact expectations of an Associate Professor aspiring to progression to Professor build upon the research and impact requirements for an Exeter Academic at Associate Professor level. To achieve progression to Professor – in addition to continuing to meet the research and impact requirements for progression to Associate Professor - you will be expected to have demonstrated an international research profile appropriate to the University’s Research and Impact Strategy, with a body of internationally recognised scholarship and a clear demonstration to advancement of the subject must be demonstrated for progression to this level. In particular, the following evidence will be taken into account:

- 🕒 research outputs: you will be expected to demonstrate an outstanding international research profile with substantial seminal contributions to knowledge, as appropriate to the discipline, including a sustained, continued record of high quality research publications which 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<sup>3,4</sup>). World leading publications will continue to be the goal;
- 🕒 research awards: to be considered for progression to Professor, you will be expected to demonstrate a sustained and rising trajectory of research grant income well above the expectations of an Associate Professor. The Faculty 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 Faculty 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 achieved since promotion/appointment to Associate Professor will be taken into account when considering progression to 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) both academically and more widely, as appropriate to the subject. 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.
- 🕒 evidence of successful collaborations with other research teams/institutions (as appropriate to the discipline);
- 🕒 successful supervision of research students and management of a research team;
- 🕒 contribution to internal peer review procedures and mentoring of early career researchers;
- 🕒 evidence of external contributions to peer review bodies/committees, professional organisations, learned societies, government committees or funders (e.g. Research Councils, Wellcome Trust etc.,) etc.

**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. <sup>2</sup>

It is characterised by taking on leadership and management roles within your discipline, Faculty 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 Faculty 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 PROFESSOR**

For progression to Professor, you will be expected to be undertaking significant academic leadership as evidenced by at least one of the following:

🕒 evidence of academic leadership and a proven ability to lead, develop and motivate colleagues, working as part of a team to achieve discipline, Faculty or University of Exeter or other university/educational establishment goals – for example, effectively carrying out the role of Director of Education or Director of Research;
🕒 evidence (as appropriate to the discipline) of a significant impact of knowledge transfer/exchange on practice, quality of life or wider social or cultural issues through ongoing engagement with communities;
🕒 well-developed enabling skills and evidence of a significant contribution to the management/administration of a department/Faculty at the University of Exeter or other university/educational establishment;
🕒 where relevant, evidence of successful working with relevant partner organisations, for example, the NHS, the Met Office or other key strategic partners of the University.

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.

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](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.