



For Academic year 23/23 only

Criteria for Progression to Professor (E&S)

This document sets out the framework for career progression to Professor in the Education and Scholarship job family within the University. The posts in the Education and Scholarship job family and the Research and Education job family are deemed equivalent in terms of esteem and contribution within the University.

This document contains:

- a summary of the activities which a member of staff at Associate Professor should be undertaking, to a successful and effective standard and
- the evidence which must be demonstrated - over a sustained period (of at least one academic year at Exeter) by a member of staff - in order to achieve promotion to Professor

against each of the following core activities of staff in the Education and Scholarship job family and the minimum requirements on qualifications/HEA Fellowship.

ASSOCIATE PROFESSOR ROLE

Summary of typical characteristics of Associate Professor

Major responsibility for leadership within the Discipline and Faculty and some University level responsibilities; will have successfully engaged in most aspects of the previous level and will continue to demonstrate excellent practice in teaching and learning support.

Staff working at Associate Professor level must be undertaking the activities listed below to a successful and effective standard:

TEACHING PRACTICE

- Continue to demonstrate considerable depth, breadth and expertise across their discipline and to stay up to date in recent subject developments.
- Have a sustained and successful track record of a significant impact on teaching practice and on development and dissemination of resources.
- Be recognised as an excellent teacher not only within discipline/Faculty, but also externally.
- Maintain evidence of excellent outcomes from personal peer review while taking a strategic role in managing and supporting the peer review of others.
- Demonstrate a consistent record of encouraging good teaching practice at discipline and Faculty level.
- Lead on initiatives enhancing teaching quality within Faculty/University.

STUDENT/STAFF SUPPORT

- Demonstrate a commitment to professional values in supporting other people.
- Lead effective organisational strategies for supporting and developing others, through personal tutoring, mentoring, coaching etc.
- Adopt the lead role in a discipline e.g. as DoE, Director of UG studies or similar.



- Lead on most student pastoral/disciplinary matters that do not need to be referred to the Dean.
- Manage staffing issues including staff disciplinary issues where appropriate (the extent of this would depend on Faculty role).

MANAGEMENT AND COURSE/EDUCATION MANAGEMENT

- Undertake a major leadership role in the discipline and/or Faculty.
- Provide effective strategic leadership and management to enhance student learning opportunities in the discipline and/or Faculty.
- Lead cross disciplinary programmes of study at all levels within a specific discipline, across the Faculty or across the University.
- Take direct strategic responsibilities for education provision across the Faculty.
- Be centrally involved in implementing University level strategy across the Faculty(s).
- Organise and coordinate University events.

SCHOLARSHIP, ESTEEM AND COMMUNICATIONS

- Play a major role in designing and leading on educational projects regionally/nationally.
- Publish very high quality scholarly learning resources and/or books for wide dissemination.
- Work at a national level to champion selected aspects of disciplinary pedagogy to further education.
- Take a lead in developing and disseminating original pedagogies in the discipline.
- Engage in scholarly research networks beyond the University.
- Lead, as first author, on successful funding proposals

EXTERNAL AFFAIRS

- Organise and coordinate regional events and major WP initiatives.
- Present at national and international conferences.
- Organise major UK conferences.
- Represent the Faculty/University externally at a strategic level on external groups/committees/government bodies.
- Undertake international visits on behalf of Faculty building links to other institutions and partners.
- Take a strategic leadership role in international recruitment.

QUALIFICATIONS/RECOGNITION

Staff at Associate Professor level are expected to achieve Principal Fellow of the HEA within 2 years of appointment/promotion (pro-rata for part-time staff).

Note: allowance needs to be made for highly qualified professionals e.g. Medical professions, lawyers, accountants etc.

CRITERIA FOR PROGRESSION TO PROFESSOR

The examples of the evidence which must be demonstrated in each of the core activities in order to achieve promotion to Professor are not prescriptive. Similarly, the framework does not seek to be completely exhaustive or definitive, rather it is designed to be indicative of the level the University would expect.

The examples given are generic and it is recognised that the specific requirements and opportunities will differ between subject disciplines. The requirements of the University and Faculty and the opportunities



which will be available to staff will also differ over time as Faculty priorities change. Through the PDR process, Academic Leads and individual members of staff should align personal aspirations (eg for career development and promotion) with the needs of the Faculty, set out in the Faculty Business Plan.

PROGRESSION CRITERIA

In order to be considered for promotion to Professor, staff should be able to demonstrate evidence of excellence in some of the above activities and be able to demonstrate over a sustained period they are performing the following to a satisfactory and effective standard.

TEACHING PRACTICE

- Evidence of recognition nationally as a leading educator in your field.
- Lead University wide initiatives related to Education and Scholarship.

Evidence may include:

- Lead on a strategy to develop online learning materials at University level and/or externally.
- Lead on an innovative assessment and feedback strategy at University level.

STUDENT/STAFF SUPPORT

- Lead cross-Faculty 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.

Evidence may include:

- Lead University level Task and Finish groups.
- Engage in significant University and/or wider student experience projects.

MANAGEMENT AND COURSE/EDUCATION MANAGEMENT

- 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. Evidence may include:
 - Internal QA roles e.g. University working groups.
 - Provide high level support for or take responsibility for aspects of the role of AD of Education.
 - Be an active member of boards and committees with a teaching management brief e.g. Faculty Board, Senate.

SCHOLARSHIP, ESTEEM AND COMMUNICATIONS

- Be recognised as world leading in aspects of disciplinary pedagogy.
- Be the primary author of internationally recognised learning resources.
- Evidence may include:
 - Apply successfully for National Teaching Fellowship or other national awards. Take role as editor for an educational journal.

EXTERNAL AFFAIRS

- Develop professional courses with the NHS or other professional bodies.
- Take on major and prestigious education leadership roles in external contexts.

Evidence may include:



- Developing regional or national recruitment e.g. in collaboration with professional bodies.
- Act in a senior advisory or chairing role for government or other educational organisations.

QUALIFICATIONS/RECOGNITION

In order to be promoted to Professor, staff should be able to demonstrate the following commitment to achieving qualifications/recognition.

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).