



**Senior Remuneration Committee
(Professorial) - Salary Review Scheme 2017**

1. Introduction

The University is committed to the fundamental principle that the pay and conditions of employment of all members of staff are non-discriminatory and free from bias. In this respect the University will ensure that the pay and conditions of employment are determined fairly and equitably to ensure equal pay for work of equal value.

2. Eligible

- a) Those Professors who were promoted, or external appointments, to Professorships a minimum of 12 months prior to the effective date (normally August 1).
- b) Professors on secondment from this University **will** be considered (through discussions with their employing institution).

3. Non Eligible

- a) Professors who have formally resigned prior to the effective date (normally August 1), and are working their notice period, will **not** be considered for a salary increase.
- b) Professors who have received an individual pay increase as a result of a successful out-of-cycle application less than 12 months prior to next effective date (normally August 1).
- c) Professors on secondment to the University of Stirling will not be eligible as this University does **not** pay their salary.

4. Criteria

The following paragraphs give details of the agreed criteria and indicators which should demonstrate a profile of academic standing and achievement

4.1. The Professoriate

Professors, over the course of their career, will normally demonstrate a broad profile of achievement in line with the University's commitment to a portfolio of world-class research and education activities. It is to be expected that professors will show a different profile appropriate to different stages in their careers. Overall, they will have an international reputation for scholarship through sustained high quality outputs. Their esteem should be recognised by election to prestigious fellowships and learned societies.

Professors are rightly regarded as academic leaders and in addition to assessing the standing of individual Professors in their own particular field, the Committee will also consider the contribution and commitment by individual Professors to University priorities delivered through Faculty Academic Plans and evidenced through 'Achieving Success'.

In line with the principles of dual support, under which funding for research activity is generated through securing external research income, it is essential that the Professoriate demonstrate success in attracting resources, at levels appropriate to their discipline, to fund their research.

4.2. Professorial Salary Bands (G10 Academic and Research Staff)

Band 1

This is the usual entry grade to the Professorial salary ranges. Professors within this range will be expected to demonstrate the following:

- Research outputs that are internationally excellent or world leading.
- Evidence of sustained generation of significant research income at a level appropriate to their discipline.
- Evidence of supporting postgraduate activities, e.g. through successful PhD supervision, development of PGT programmes, and/or contribution to postgraduate Skills Training activities at Faculty or University level.
- International profile, e.g. invited membership of appointment committees at other universities; executive responsibility within professorial associations; appointment as external examiner for degree programmes; senior visiting positions; invitations from major grant-awarding bodies to act as assessor for proposed projects.
- Demonstrable evidence, where appropriate, of high quality teaching, innovative curriculum development and other high level pedagogic contribution.
- Generation of significant income through teaching and other activities.
- Evidence of supporting the delivery of agreed Faculty priorities and contribution to achieving targets in Faculty Academic Plans.

Band 2

This is the "career grade" expectations for Professors at the University. This level of award is designed for Professors of considerable academic distinction and Professors within this band will be expected to demonstrate sustained performance in the following:

- Research outputs that are internationally excellent or world leading

- Research outputs that demonstrate impact consistent with the strategic aims of the University.
- Evidence of generation of significant research income at a level appropriate to their discipline.
- Leadership and initiation of change within the Faculty and University, e.g. divisional leadership, committee participation or chairing, Faculty directorate responsibilities.
- Evidence of generation of income from teaching and other activities
- Contribution to internationalisation initiatives and strategy.
- Evidence of a leadership role in supporting the delivery of agreed Faculty priorities and contribution to achieving targets in Faculty Academic Plans.
- Evidence of supporting postgraduate activities, e.g. through successful PhD supervision, development of PGT programmes and/or contribution to Postgraduate Skills Training activities at Faculty or University level.
- Established international profile e.g. membership of major academic policy-making bodies, major national funding councils, and other equivalent bodies; prestigious editorships; appointment as external assessors for Professorial positions.
- Excellent record of achievement in teaching/curriculum development e.g. teaching awards and/or in the publication of key teaching materials such as major textbooks.
- Evidence of an effective representative role for the University, at local/national/international level.

Band 3

This level of award is designed for Professors of very high academic distinction. Professors at range 3 level will meet the criteria of a band 2 professor, but will be widely acknowledged as national leaders in their field of study. Will have sustained evidence of leadership/management in the University e.g. Dean of Faculty, Deputy Principal, lead on institutional projects or change, forging new and sustained national or international partnerships or collaborations. Sustained performance of high levels of income generation through research, teaching and /or other activities. This standing is likely to be reflected through election to personal fellowships, award of prestigious prizes, invitations to deliver distinguished named lectures/lecture series and in chairing major research committees.

Band 4

The highest level of award is available only to individuals whose academic distinction is of the highest quality. Professors at band 4 will meet the criteria of a band 2/3 Professor, but will be widely acknowledged as world leaders in their field of study, having made a lasting contribution through their research. Be able to demonstrate impact in their field of study in work with national and international organisations. Hold a global portfolio of activities, influence, reputation and outputs and will be a leader in international networks. Such distinction may be reflected, amongst other things, in election to the most prestigious learned bodies (e.g. Royal Society, British Academy, and/or equivalent overseas societies, in the conferment of honorary degrees from prestigious universities in recognition of research, and/or in the award of highly prestigious prizes for research.

5. Progression within Range

- 5.1.** Advancement to a higher salary within a Professional band will not be automatic.
- 5.2.** Progression within each band will require demonstrable evidence of further development of academic scholarship and leadership responsibilities since the last review or, in the case of new appointees, since the date of appointment. This might include major achievements in research or education, significant contributions to delivering targets in a Faculty's Academic Plan, and/or major external acknowledgements of the individual's standing in his/her own academic discipline.
- 5.3.** Professors may also be considered for salary progression between reviews by exception, and in response to retention or market positioning considerations – this may be dealt with by a meeting of the Committee or by circulation to its members. See "Out of cycle" guidelines (Appendix A)

6. Pay Band Progression

- 6.1.** Movement to a higher band requires demonstration that the profile and record of achievement specified for that range is clearly met.
- 6.2.** Consideration of movement to a higher band is normally only undertaken on a triennial review basis of all professors of the University. All professors will be reviewed triennially.
- 6.3.** Exceptional, out-of-cycle consideration of movement to a higher band will require a meeting of the Remunerations Committee and full examination of the evidence provided to support the application, which must be instigated by the relevant Dean of Faculty and come with their full supporting evaluation.

7. Salary Ranges

The salary bands will be annually benchmarked with comparator universities to ensure that remuneration of the Professoriate at the University remains competitive with the sector.

8. Assessment Process

8.1. Deans of Faculty, Deputy Principal, Principal and the University Secretary are required to complete a nomination form which can be accessed below. Completed forms must be uploaded to HR via box.

Personal CVs are not invited and will not be considered.

8.2. The Assessment Process will be carried out by the Remuneration Committee under the Chairmanship of the Vice-Chair of University Court.

8.3. All Professorial returns will be reviewed against the criteria detailed above.

9. Assessment Timetable

- (i) Completed nomination forms for Professorial Review Panel to be received by **noon on Thursday 18 May 2017.**
- (ii) Remuneration Committee meet on **Monday 19 June 2017.**
- (iii) Outcomes expected to be communicated to staff within two weeks of the Remuneration Committee meeting

The last triennial professorial review was undertaken during 2015, the next review will take place in 2018.

Professoriate Key Criteria

To be evidenced under the broad headings within the (*Professorial Review Form*) Nomination Form.

The following criteria are indicative and include exemplars of the kinds of sustained performance and achievement expected; they are not mutually exclusive or exclusive of other appropriate and high levels of contribution expected at various levels of Professorial roles.

Band 1 – Entry Grade

Professors within this band are expected to demonstrate the following criteria:

- Research outputs that are internationally excellent or world leading.
- Evidence of generation of significant research income at a level appropriate to their discipline.
- Evidence of supporting postgraduate activities, e.g. through successful PhD supervision, development of PGT programmes, and/or contribution to postgraduate Skills Training activities at Faculty or University level.
- International profile, e.g. invited membership of appointment committees at other universities; executive responsibility within professorial associations; appointment as external examiner for degree programmes; senior visiting positions; invitations from major grant-awarding bodies to act as assessor for proposed projects.
- Demonstrable evidence, where appropriate, of high quality teaching and innovative curriculum development.
- Generation of significant income through teaching and other activities.
- Evidence of supporting the delivery of agreed Faculty priorities and contribution to achieving targets in Faculty Academic Plans.

Band 2 – Career Grade

Professors of considerable academic distinction, and will be expected to demonstrate sustained performance in the following:

- Research outputs that are internationally excellent or world leading.
- Research outputs that demonstrate impact consistent with the strategic aims of the University.
- Evidence of generation of significant research income at a level appropriate to their discipline.
- Leadership and initiation of change within the Faculty and University, e.g. Divisional Leadership, committee participation or chairing, Faculty directorate responsibilities.
- Evidence of generation of income from teaching and other activities.
- Contribution to internationalisation initiatives and strategy.
- Evidence of a leadership role in supporting the delivery of agreed Faculty priorities and contribution to achieving targets in Faculty Academic Plans.
- Evidence of supporting postgraduate activities, e.g. through successful PhD supervision, development of PGT programmes and/or contribution to Postgraduate Skills Training activities at Faculty or University level.
- Established international profile e.g. membership of major academic policy-making bodies, major national funding councils, and other equivalent bodies; prestigious editorships; appointment as external assessors for Professorial positions.
- Excellent record of achievement in teaching/curriculum development e.g. teaching awards and/or in the publication of key teaching materials such as major textbooks.

- Evidence of an effective representative role for the University, at local/national/international level.

Band 3 – Very High Academic Distinction

Professors at this range will meet the criteria of a Band 2 Professor, and will be expected to demonstrate the following:

- Widely acknowledged as National Leaders in their field of study.
- Sustained evidence of leadership/management in the University e.g. Dean of Faculty, Deputy Principalship, lead on institutional projects or change, forging new and sustained national or international partnership or collaborations.
- Sustained performance of high levels of income generation through research, teaching and/or other activities.
- This standing is likely to be reflected through election to personal fellowships, award of prestigious prizes, invitations to deliver distinguished named lectures/lecture series and in chairing major research committees

Band 4 – Academic Distinction of the Highest Quality

Professors at Band 4 will meet the criteria of Band 2/3 Professor, and will be expected to demonstrate the following:

- Widely acknowledged as World Leaders in their field of study, having made a lasting contribution through their research.
- Demonstration of impact in their field of study in work with national and international organisations.
- Global portfolio of activities, influence, reputation and outputs.
- Leadership in international networks
- Distinction may be reflected, amongst other things, in election to the most prestigious learned bodies (e.g. Royal Society, British Academy, and/or equivalent overseas societies, in the conferment of honorary degrees from prestigious universities in recognition of research, and/or in the award of highly prestigious prizes for research.



Name		Employee Number	
Faculty		Role title	
Line Manager		Date of application	
<p>1. Achieving Success Please attach the past years, fully completed Achieving Success form including all signatories. Tick to confirm attached <input type="checkbox"/> .</p>			
<p>2. Key Criteria Please highlight other achievements in the following specific criteria areas since last review:</p>			
Research & Scholarly Activity			
Teaching & Learning			

Institutional & Professional Leadership / Management

Innovation & Change

Other special project

Dean of Faculty Supporting Statement / Assessment

Signature:

Date:

Nomination Forms should be returned by noon on Thursday 18 May 2017 to HR via BOX.