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 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 Performance 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. Assessment Process

5.1. Deans of Faculty are required to complete the Senior Remuneration nomination form (Professoriate).

5.2. Personal CVs are not invited and will not be considered.

5.3. The Senior Deputy Principal will separately prepare a narrative report for the Principal’s consideration in respect of the faculty and institutional deans.

5.4. The Principal will incorporate the Senior Deputy Principals report into his own report regarding nominations for the Deputy Principals.

5.5. The Assessment Process will be carried out by the Remuneration Committee.

5.6. This process will be followed for all years except a “triennial review year” where all professoriate staff performance is reviewed and rated against the professorial performance bands set out in 4.2.

6. Assessment Timetable 2018 (Triennial Review Year)

(i) Completed Professorial Review forms to be received by noon on Friday 27 July 2018

(ii) Professorial Review panel meet on Thursday 23 and Friday 24 August 2018

(iii) Remuneration Committee meet on Monday 24 September 2018

(iv) Outcomes expected to be communicated to staff within two weeks of the Remuneration Committee meeting
Professoriate Key Criteria

To be evidenced under the broad headings within the Professorial Review 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.
- 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.

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.