# ULSTER UNIVERSITY

**PROMOTION PROFILE TO PROFESSORSHIP**

# PROFESSORSHIP (RESEARCH AND IMPACT)

# Band 1

# Candidates will be expected to demonstrate depth of achievement in each of the following five areas.

1. Through their publications in peer-reviewed academic journals, refereed conference proceedings and/or books and particularly in the case of the creative and performing arts, other research output that demonstrates quality and impact, candidates will have established themselves as recognised international authorities in their area of research. Where appropriate indicators of excellence will include the quality of journals (eg Impact Factors) and conferences, reviews and citations (as indicated by F and/or E Indices) and other appropriate measures of the impact of their research and scholarship. Candidates will have a substantial recent record of high quality research publications, appropriate for their subject area.

2. Candidates should have a substantial record of securing external funding for research, amounts and sources being appropriate for their subject area. Where appropriate, attention will be paid to prestigious sources of income (for example, Research Council and Charity income) and the attraction of research overheads.

3. Candidates will hold Fellowship of HEA

4. Candidates should have a successful record of research student supervision to completion of award and/or staff supervision or provide other evidence of significant research leadership.

5. Candidates should have undertaken research that has impact in areas such as policy, culture, healthcare, quality of life, society or the economy.

6. Candidates will be able to demonstrate excellence in a number of the following areas (the depth of achievement required in any area will depend on the range of areas in which achievements have been made):

1. Recognition through national or international awards, or other distinctions, for research excellence, including the University Distinguished Research Fellowship scheme.
2. Membership of editorial boards of international journals or conferences.
3. Membership of national or international committees associated with research.
4. Collaboration with national or international centres of excellence in research.
5. Successful research collaboration with industry or commerce.
6. Evidence of multidisciplinary and/or multiagency research activity.
7. Significant contributions to learning and teaching activities (including those related to quality assurance and enhancement and those related to placement activity) at school, faculty or university level, including provision in partner institutions. For example, leadership in innovative course design or curriculum development, leadership in widening participation initiatives and leadership in marketing and course promotion activities.
8. Significant contributions to cultural outreach, where appropriate to the subject area.
9. Involvement in technology and knowledge transfer.

**Note:** In all cases evidence will be sought to demonstrate that candidates are contributing fully to University/Faculty learning and teaching initiatives, including : participation in the peer review scheme; participation in student evaluation of teaching scheme; participation in the Developmental Appraisal Review Scheme; the provision of detailed teaching/ learning plans for each module taught in line with University/Faculty guidelines; the provision of comprehensive feedback to students; and adherence to University/Faculty policy on moderation, assessment and plagiarism.

**Band 2**

Candidates will be expected to demonstrate depth of achievement in each of the following six areas.

1. Through their publications in peer-reviewed academic journals, refereed conference proceedings and/or books and particularly in the case of the creative and performing arts, other research output that demonstrates quality and impact, candidates will have established themselves as recognized international authorities in their area of research. Where appropriate indicators of excellence will include the quality of journals (eg Impact Factors) and conferences, reviews and citations (as indicated by F and/or E Indices) and other appropriate measures of the impact of their research and scholarship. Candidates will have a substantial recent record of high quality research publications, appropriate for their subject area.

2. Invitations to deliver keynote presentations at international research conferences.

3. Candidates should have a substantial record of securing external funding for research, amounts and sources being appropriate for their subject area. Where appropriate, attention will be paid to prestigious sources of income (for example, Research Council and Charity income) and the attraction of research overheads.

4. Candidates should have a successful record of research student supervision to completion of award and/or staff supervision or provide other evidence of significant research leadership.

5. Candidates should have undertaken research that has impact in areas such as policy, culture, healthcare, quality of life, society or the economy.

6. Candidates will be able to demonstrate excellence in a number of the following areas (the depth of achievement required in any area will depend on the range of areas in which achievements have been made):

(a) Recognition through national or international awards, or other distinctions, for research excellence, including the University Distinguished Research Fellowship scheme.

(b) Membership of editorial boards of international journals or conferences.

(c) Leadership of national or international committees associated with research.

(d) Leadership of collaborations with national or international centres of excellence in research.

(e) Successful research collaboration with industry or commerce.

(f) Evidence of multidisciplinary and/or multiagency research activity.

(g) Significant contributions to learning and teaching activities (including those related to quality assurance and enhancement and those related to placement activity) at school, faculty or university level, including provision in partner institutions. For example, leadership in innovative course design or curriculum development, leadership in widening participation initiatives and leadership in marketing and course promotion activities.

(h) Significant contributions to cultural outreach, where appropriate to the subject area.

(i) Achievements in technology and knowledge transfer.

**Note:** In all cases evidence will be sought to demonstrate that candidates are contributing fully to University/Faculty learning and teaching initiatives, including : participation in the peer review scheme; participation in student evaluation of teaching scheme; participation in the Developmental Appraisal Review Scheme; the provision of detailed teaching/ learning plans for each module taught in line with University/Faculty guidelines; the provision of comprehensive feedback to students; and adherence to University/Faculty policy on moderation, assessment and plagiarism.

**Band 3**

Candidates will be expected to demonstrate depth of achievement in each of the following seven areas.

1. Through their publications in peer-reviewed academic journals, refereed conference proceedings and/or books and particularly in the case of the creative and performing arts, other research output that demonstrates quality and impact, candidates will have established themselves as recognized international authorities in their area of research. Where appropriate indicators of excellence will include the quality of journals (eg Impact Factors) and conferences, reviews and citations (as indicated by F and/or E Indices) and other appropriate measures of the impact of their research and scholarship. Candidates will have a substantial recent record of high quality research publications, appropriate for their subject area. Candidates should provide evidence that their publications have influenced the research directions of their peers.

2. Recognition of achievement by other academic institutions nationally or internationally eg through Visiting Scholar/Professor positions.

3. Invitations to deliver keynote presentations at prestigious international research conferences.

4. Candidates should have substantial record of securing external funding for research, amounts being appropriate for their subject area and including significant funds from prestigious national / international sources, normally to include Research Council funding, relevant to the discipline.

5. Candidates should have a successful record of research student supervision to doctoral level completion and/or staff supervision or provide other evidence of significant research leadership.

6. Candidates should have undertaken research that has impact in areas such as policy, culture, healthcare, quality of life, society or the economy.

7. Candidates will be able to demonstrate excellence in a number of the following areas (the depth of achievement required in any area will depend on the range of areas in which achievements have been made):

1. Recognition through national or international awards, or other distinctions, for research excellence, including the University Distinguished Research Fellowship scheme.

(b) Membership of editorial boards of international journals or conferences.

(c) Leadership of national or international committees associated with research.

(d) Leadership of collaborations with national or international centres of excellence in research.

(e) Successful research collaboration with industry or commerce.

(f) Evidence of multidisciplinary and/or multiagency research activity.

(g) Significant contributions to learning and teaching activities (including those related to quality assurance and enhancement and those related to placement activity) at school, faculty or university level, including provision in partner institutions. For example, leadership in innovative course design or curriculum development, leadership in widening participation initiatives and leadership in marketing and course promotion activities.

(h) Leadership of cultural outreach, where appropriate to the subject area.

(i) Leadership of in technology and knowledge transfer.

**Note:** In all cases evidence will be sought to demonstrate that candidates are contributing fully to University/Faculty learning and teaching initiatives, including : participation in the peer review scheme; participation in student evaluation of teaching scheme; participation in the Developmental Appraisal Review Scheme; the provision of detailed teaching/ learning plans for each module taught in line with University/Faculty guidelines; the provision of comprehensive feedback to students; and adherence to University/Faculty policy on moderation, assessment and plagiarism.

**Band 4**

Candidates will be expected to demonstrate depth of achievement in each of the following eight areas.

1. Through their publications in peer-reviewed academic journals, refereed conference proceedings and/or books and particularly in the case of the creative and performing arts, other research output that demonstrates quality and impact, candidates will have established themselves as recognized international authorities in their area of research. Where appropriate indicators of excellence will include the quality of journals (eg Impact Factors) and conferences, reviews and citations (as indicated by F and/or E Indices) and other appropriate measures of the impact of their research and scholarship. Candidates will have a substantial recent record of high quality research publications, appropriate for their subject area. Candidates should provide evidence that their publications have influenced the research directions of their peers.

2. Candidates will have received personal recognition for their research from prestigious national or international societies, e.g. British Academy, Royal Irish Academy, Royal Society, Royal Academy of Engineering.

3. Recognition of achievement by other academic institutions nationally or internationally eg through Visiting Scholar/Professor positions.

4. Invitations to deliver keynote presentations at prestigious international research conferences.

5. Candidates must have a substantial record of securing external funding for research, amounts being appropriate for their subject area and including significant funds from prestigious national/international sources including Research Council funding, relevant to the discipline.

6. Candidates should have a successful record of research student supervision to doctoral level completion and/or staff supervision or provide other evidence of significant research leadership.

7. Candidates should have undertaken research that has impact in areas such as policy, culture, healthcare, quality of life, society or the economy.

8. Candidates will be able to demonstrate excellence in many of the following areas (the depth of achievement required in any area will depend on the range of areas in which achievements have been made):

(a) Recognition through national or international awards, or other distinctions, for research excellence, including the University Distinguished Research Fellowship scheme.

(b) Membership of editorial boards of international journals or conferences.

(c) Leadership of national or international committees associated with research.

(d) Leadership of collaborations with national or international centres of excellence in research.

(e) Successful research collaboration with industry or commerce.

(f) Evidence of multidisciplinary and/or multiagency research activity.

(g) Significant contributions to learning and teaching activities (including those related to quality assurance and enhancement and those related to placement activity) at school, faculty or university level, including provision in partner institutions. For example, leadership in innovative course design or curriculum development, leadership in widening participation initiatives and leadership in marketing and course promotion activities.

(h) Leadership of cultural outreach, where appropriate to the subject area.

(i) Leadership of technology and knowledge transfer.

**Note:** In all cases evidence will be sought to demonstrate that candidates are contributing fully to University/Faculty learning and teaching initiatives, including : participation in the peer review scheme; participation in student evaluation of teaching scheme; participation in the Developmental Appraisal Review Scheme; the provision of detailed teaching/learning plans for each module taught in line with University/Faculty guidelines; the provision of comprehensive feedback to students; and adherence to University/Faculty policy on moderation, assessment and plagiarism.

April 2016