

Professorial Remuneration Procedure: Broad descriptors and indicators each pay band

Descriptors and indicators for the bands are shown below. There may be other indicators, relevant to a specific discipline, which are equivalent.

| Band | Research | Education | Community | Partnerships |
|------|--|---|--|--|
| | International leader in their discipline having had major impact on the research field | Recognised international leader of educational innovation and delivery across the discipline | Widely-recognised, impactful and inclusive leader and role model within and outside the University | Leader of international networks and partnerships that have global impact and form a major part of the University's portfolio |
| | Acknowledged national leader with significant contributions to the global understanding of the research area | Leader of education strategy, delivery and innovation across the University, with demonstrable national leadership | Influential part of University decision-making and development, with voice and impact in the wider world | Leader or major role-holder in national networks or organisations accruing major benefits to the University |
| | Acknowledged academic standing on both the national & international stage, leading significant developments in the field | Nationally-recognised, leading programme-level educational strategy and policy at Faculty level, contributing to University-wide practice | Faculty- and Department-level citizenship and leadership with impact across the University | Plays a significant role in building and sustaining regional and national partnerships and networks that advance institutional strategy and impact |

| Band | Research | Education | Community | Partnerships |
|------|---|---|---|--|
| | <p><i>International leader in their discipline having had major impact on the research field</i></p> <p>Sustained record of leading international collaborative projects at the highest levels of funding</p> <p>Seminal papers in research field, as recognised by citations</p> <p>Major international academic accolades (prizes)</p> <p>Award of honorary degrees for contribution to the field of research from leading institutions</p> <p>Leading role in developing research strategy on a national or international level</p> <p>Awarded international academic prize for established academics</p> | <p><i>Recognised leader of educational innovation and delivery across the discipline</i></p> <p>A leading voice in the development of education in the discipline through leadership of international of professional bodies and national partnerships</p> <p>Leading role in professional accreditation bodies, e.g.</p> <p>Author of widely-used and seminal teaching resources in the discipline</p> <p>Author of highly-cited pedagogic research over a sustained period</p> <p>Awarded international academic prize for established academics</p> | <p><i>Widely-recognised and impactful leader and role model within and outside the University</i></p> <p>Leading successful initiatives that build an organisational culture of care and inclusion, with recognition beyond the University</p> <p>Leading major national development initiatives delivering benefits to wider community on behalf of the University</p> <p>Contributing major impact to the support of colleague development through role modelling, mentoring and building structures and cultures to enhance the excellent community</p> | <p><i>Leader of international networks and partnerships that have global impact and form a major part of the University's portfolio</i></p> <p>Contributing to major developments in national/international policy and practice</p> <p>Leading internationally-competitive innovation and enterprise activity with substantial benefit to the University and wider society, for example through major institutes or companies.</p> <p>Leading the development and delivery of new programmes and modes of study with international collaboration and impact</p> <p>Major, influential media presence with track record of influential communication such as TV series</p> |

| Band | Research | Education | Community | Partnerships |
|------|---|--|---|--|
| | <p>Acknowledged national leader with significant contributions to the global understanding of the research area</p> <p>Leading national initiative with global reach</p> <p>Significant grant record (a number of grants in the higher levels for the discipline)</p> <p>Sustained track record of publishing with significant national and international researchers</p> <p>Long standing senior research status at leading international organisations</p> <p>Rising citation rate compatible to recognised leaders in the field</p> <p>Sustained record of developing research teams and networks across disciplinary and national boundaries</p> | <p>Leader of education strategy, delivery and innovation across the University, with external partnerships and recognition</p> <p>Leadership of major educational developments in the University which are nationally leading, e.g. new portfolios</p> <p>Leadership of national professional accreditation processes</p> <p>Leading collaborative education programmes with national or international partners</p> <p>Leadership of major departmental and/or cross-institutional learning initiatives, both national and international, with evidence of personal impact</p> <p>Development and successful implementation of curricula or methods of teaching designed to attract new client groups, in new national and international markets</p> <p>National prizes and awards for teaching</p> | <p>Influential part of University development and decision-making, with voice and impact in the wider world</p> <p>Successfully leading University-wide long-term change projects involving multiple stakeholders, e.g. setting up a Centre, programme overhaul, departmental reorganisation</p> <p>Playing a leading role in developing a more inclusive and equitable community, such as leading successful cross-University diversity initiatives</p> <p>Leading major developments to enhance the student experience</p> | <p>Leader or major role-holder in national networks or organisations accruing major benefits to the University</p> <p>Sustained contribution as e.g. major committee role-holder to professional bodies and learned societies</p> <p>Frequent contributor to media debates and platforms that enhance public understanding of science/research</p> <p>Sustained record of serving on advisory boards for major national and international bodies (e.g. WHO, CERN)</p> |

| Band | Research | Education | Community | Partnerships and networks |
|------|---|---|--|--|
| | <p>Acknowledged academic standing on both the national & international stage, leading significant developments in the field</p> <p>Significant contribution to both national and international projects (as PI and Co-I)</p> <p>Strong (and rising) citation rates compared to subject norm</p> <p>Received paid visiting fixed term status at leading national/international institutions</p> <p>Sustained track record of UK grant income</p> <p>Awarded national academic Prizes for established academics</p> <p>Track record of successfully supervising and managing doctoral students and research staff, with evidence of maintaining healthy team culture</p> | <p>Leading programme-level educational strategy and policy at Faculty level, contributing to University-wide practice</p> <p>Sustained record of teaching, student support and leading programmes at the highest levels of quality, evidenced by programme evaluation, University and Faculty prizes</p> <p>Leading innovative changes to the curriculum with approaches adopted elsewhere in the Dept/Faculty/University</p> <p>Sustained record of leading adaptation and innovation in teaching, e.g. new use of technology across programmes, enhancing inclusivity and access</p> <p>Professional recognition commensurate with the leading practitioners in the sector, e.g. PFHEA</p> | <p>Faculty- and Department-level citizenship and leadership with impact across the University and growing influence outside</p> <p>Sustained success in leadership roles for the Department (e.g. [HoD] DHoD, DoR, DoT)</p> <p>Contributing to the development of academic culture and practice, e.g. sustained record of innovation in academic engagement, or governance processes</p> <p>Membership of editorial panels and grant committees</p> <p>Demonstrable impact on the development of staff through the leadership of teams, groups and collaborations</p> | <p>Plays a significant role in building and sustaining regional and national partnerships and networks that advance institutional strategy and impact</p> <p>Initiating and sustaining major knowledge exchange programmes</p> <p>Establish and sustain academic networks with other institutions</p> <p>Representing the University's interests with external groups, policy-makers, agencies</p> <p>Innovation and impact in widening participation initiatives</p> |

Note:

Professors on Research and Teaching contracts can present evidence of progress under *either* Research or Education (or both)

Professors on Teaching contracts can present evidence of progress under Education

Community and Partnerships must be evidenced for both.