

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><i>Acknowledged national leader with significant contributions to the global understanding of the research area</i></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><i>Leader of education strategy, delivery and innovation across the University, with external partnerships and recognition</i></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><i>Influential part of University development and decision-making, with voice and impact in the wider world</i></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><i>Leader or major role-holder in national networks or organisations accruing major benefits to the University</i></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><i>Acknowledged academic standing on both the national & international stage, leading significant developments in the field</i></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><i>Leading programme-level educational strategy and policy at Faculty level, contributing to University-wide practice</i></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><i>Leading innovative changes to the curriculum with approaches adopted elsewhere in the Dept/Faculty/University</i></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><i>Professional recognition commensurate with the leading practitioners in the sector, e.g. PFHEA</i></p>	<p><i>Faculty- and Department-level citizenship and leadership with impact across the University and growing influence outside</i></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><i>Membership of editorial panels and grant committees</i></p> <p>Demonstrable impact on the development of staff through the leadership of teams, groups and collaborations</p>	<p><i>Plays a significant role in building and sustaining regional and national partnerships and networks that advance institutional strategy and impact</i></p> <p>Initiating and sustaining major knowledge exchange programmes</p> <p><i>Establish and sustain academic networks with other institutions</i></p> <p>Representing the University's interests with external groups, policy-makers, agencies</p> <p><i>Innovation and impact in widening participation initiatives</i></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.