# ULSTER UNIVERSITY

# PROMOTION PROFILE TO PROFESSORSHIP

# PROFESSORSHIP (ACADEMIC ENTERPRISE)

# Band 1

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

1. Either

Candidates will have a substantial recent record of high quality publications, relevant to their specialist area. Through publishing in peer-reviewed academic and/or professional 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 respect of academic enterprise activities. Indicators of excellence will include the quality of public output, citations and broadcasting media.

Or

Candidates will be able to demonstrate recent outstanding leadership in academic enterprise activities at school, faculty or university level. Indicators of such leadership will include: successful leadership in the establishment and profitable development of a sustainable spin-out company and/or other innovation activity; successful leadership in the role of Faculty Director of Academic Enterprise in stimulating and growing academic enterprise; successful leadership in the development of sustainable consultancy activity carried out under the auspices of the University’s consultancy services; successful leadership in the development of sustainable community and voluntary sector activities; and successful leadership in the development of sustainable creativity and entrepreneurship activities within the curriculum. The depth of achievement expected in any one of the above areas will depend on the range of activities in which achievement is being presented.

2. Substantial record of successful collaboration with appropriate sector(s).

3. Candidates will hold Fellowship of HEA

4. Candidates should have a record of securing external funding to support interaction with business and/or the community, including, where appropriate Government bodies, amounts being appropriate for the subject area. There should be a particular emphasis on funding activities that support REF – level research impact.

5. 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) The area not used in meeting the requirements of 1 above.

(b) Recognition through national or international awards, or other distinctions, related to innovation and outreach, for example, the University Distinguished Business or Community Fellowship scheme.

(c) Appointments on regional or national Boards/Committees and/or acting as adviser to Government bodies demonstrating recognition and esteem.

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

(e) Significant contributions to cultural affairs/outreach, where appropriate to the subject area.

(f) Directorship/stake holding in start-up companies/commercial ventures (if not used in 1 above).

(g) Direct involvement in generation of patents and/or licences (if not used in 1 above).

(h) Successful leadership in the role of Faculty Director of Academic Enterprise (if not used in 1 above).

(i) 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.

(j) Leadership in design and delivery of CPD programmes.

(k) Recognised innovative practitioners in University teaching.

**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 five areas.

1. Either

 Candidates will have a substantial recent record of high quality publications, relevant to their specialist area. Through publishing in peer-reviewed academic and/or professional 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 respect of academic enterprise activities. Indicators of excellence will include the quality of public output, citations and broadcasting media.

Or

Candidates will be able to demonstrate recent outstanding leadership in academic enterprise activities at school, faculty or university level. Indicators of such leadership will include: successful leadership in the establishment and profitable development of a sustainable spin-out company and/or other innovation activity; successful leadership in the development of sustainable consultancy activity carried out under the auspices of the University’s consultancy services; successful leadership in the development of sustainable community and voluntary sector activities; and successful leadership in the development of sustainable creativity and entrepreneurship activities within the curriculum. The depth of achievement expected in any one of the above areas will depend on the range of activities in which achievement is being presented.

2. Leadership of successful collaboration with appropriate sector(s).

3. Invitations to deliver keynote presentations at international conferences.

4. Candidates should have a record of securing substantial external funding to support interaction with business and/or the community, including, where appropriate Government bodies, amounts being appropriate for the subject area. There should be a particular emphasis on funding activities that support REF – level research impact.

5. 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) The area not used in meeting the requirements of 1 above.

(b) Recognition through national or international awards, or other distinctions, related to innovation and outreach, for example, the University Distinguished Business or Community Fellowship scheme.

(c) Appointments on regional or national Boards/Committees and/or acting as adviser to Government bodies demonstrating recognition and esteem.

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

(e) Leadership of cultural affairs/outreach, where appropriate to the subject area.

(f) Directorship/stake holding in start-up companies/commercial ventures (if not used in 1 above).

(g) Direct involvement in generation of patents and/or licences (if not used in 1 above).

(h) 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.

(i) Leadership in design and delivery of CPD programmes.

(j) Recognised innovative practitioners in University teaching.

**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 six areas.

1. Either

 Candidates will have a substantial recent record of high quality publications, relevant to their specialist area. Through publishing in peer-reviewed academic and/or professional 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 respect of academic enterprise activities. Indicators of excellence will include the quality of public output, citations and broadcasting media.

 Or

Candidates will be able to demonstrate recent outstanding leadership in academic enterprise activities at school, faculty or university level. Indicators of such leadership will include: successful leadership in the establishment and profitable development of a sustainable spin-out company and/or other innovation activity; successful leadership in the development of sustainable consultancy activity carried out under the auspices of the University’s consultancy services with the attraction of significant income; successful leadership in the development of sustainable community and voluntary sector activities; and successful leadership in the development of sustainable creativity and entrepreneurship activities within the curriculum. The depth of achievement expected in any one of the above areas will depend on the range of activities in which achievement is being presented.

2. Initiation and leadership of successful collaboration with appropriate sector(s).

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

4. Recognition of achievement by other academic, professional and/or external institutions nationally or internationally eg through Visiting Scholar/Professorship and/ or other relevant Honorary or Titular positions.

5. Candidates should have a record of securing substantial external funding to support interaction with business and/or the community, including, where appropriate Government bodies, amounts being appropriate for the subject area. There should be a particular emphasis on funding activities that support REF – level research impact.

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) The area not used in meeting the requirements of 1 above.

(b) Recognition through national or international awards, or other distinctions, related to innovation and outreach, for example, the University Distinguished Business or Community Fellowship scheme.

(c) Appointments on regional or national Boards/Committees and/or acting as adviser to Government bodies demonstrating recognition and esteem.

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

(e) Leadership of cultural affairs/outreach, where appropriate to the subject area.

(f) Directorship/stake holding in start-up companies/commercial ventures (if not used in 1 above).

(g) Direct involvement in generation of patents and/or licenses (if not used in 1 above) and the attraction of income through the license or through royalties.

(h) 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.

(i) Leadership in design and delivery of CPD programmes or reach communities not previously served by the university.

(j) Recognition by other institutions nationally or internationally as innovative practitioners in University teaching.

**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 seven areas.

1. Candidates will have a substantial recent record of high quality publications, relevant to their specialist area. Through publishing in peer-reviewed academic and/or professional 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 the international authority in respect of academic enterprise activities. Indicators of excellence will include the quality of public output, citations and broadcasting media.

2. Candidates will be able to demonstrate recent outstanding leadership in academic enterprise activities at university level. Indicators of such leadership will include: successful leadership in the establishment and profitable development of a sustainable spin-out company and/or other innovation activity; successful leadership in the development of sustainable consultancy activity carried out under the auspices of the University’s consultancy services with the attraction of significant income; successful leadership in the development of sustainable community and voluntary sector activities; and successful leadership in the development of sustainable creativity and entrepreneurship activities within the curriculum. The depth of achievement expected in any one of the above areas will depend on the range of activities in which achievement is being presented.

3. Initiation and leadership of successful and sustained collaborations with appropriate sector(s).

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

5. Recognition of achievement by other academic or professional and/or external institutions nationally or internationally eg through Visiting Scholar/Professorship positions and/or other relevant Honorary or Titular positions.

6. Candidates should have a record of securing substantial external funding to support interaction with business and/or the community, including, where appropriate Government bodies, amounts being appropriate for the subject area. There should be a particular emphasis on funding activities that support REF – level research impact.

7. 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, related to innovation and outreach, for example, the University Distinguished Business or Community Fellowship scheme.

(b) Appointments on regional or national Boards/Committees and/or acting as adviser to Government bodies demonstrating recognition and esteem.

(c) Membership of editorial boards of international journals or conferences

(d) Leadership of cultural affairs/outreach, where appropriate to the subject area.

(e) Directorship/stake holding in start-up companies/commercial ventures (if not used in 2 above).

(f) Direct involvement in generation of patents and/or licenses (if not used in 2 above) and the attraction of income through the license or through royalties.

(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 in design and delivery of CPD programmes that attract substantial income or reach communities not previously served by the university.

(i) Recognition by other institutions nationally or internationally as innovative practitioners in University teaching.

**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.