UNIVERSITY OF EXETER

**PROFESSORIAL SALARIES REVIEW**

### 2023

|  |  |
| --- | --- |
| Name |  |
| Faculty |  |
| Department |  |
| Date |  |
| Confirmation of up-to-date Mandatory Training: |  |

If, after discussion with your academic leader, you consider that you should be considered for a salary review in the 2023 biennial review of Professorial salaries, you should complete each section of this form and email it to humanresources@exeter.ac.uk no later than [date]

For more information about Professorial reward at the University see <http://www.exeter.ac.uk/staff/employment/payandconditions/professorialpay/>

For more information about Mandatory Training for all University staff please see [Mandatory training | Learning and Development | University of Exeter](https://www.exeter.ac.uk/staff/learning-and-development/mandatory-training/)

**Supporting your progression even with challenges of COVID-19**

We recognise that you will have had to work in new ways, and shift priorities, as we worked as a community to tackle the challenges brought by the pandemic. We recognise that the pandemic has had an impact on us all, with differential effects, so we want to continue to support colleagues to succeed in their careers.  We will give credit for academic colleagues’ contribution to the University’s response to meeting student needs (and those of the wider community such as the NHS) during the pandemic - in particular for the development and implementation of Project Enhance and Project Restart. We will take personal circumstances into account: where appropriate, please provide information on how your plans and achievements changed as a consequence of Covid-19. Submissions will continue to be considered against the relevant criteria in terms of the quality of work of applicants but allowances are made with regards to the quantity or outputs.

**SECTION 1: RESEARCH**

Use the space below to give evidence of your contribution and performance against the relevant criteria for your band, shown below, in the last 3 years.

Band 1

* Production of research outputs recognised as world-leading and internationally excellent for their originality, significance and rigour.
* Significant success in research grant generation.
* Consistent record of attracting PGR students and supervising them to timely completion.
* Delivery of high-quality impact activity, of a kind that will underpin impact case-studies recognised as world-leading and/or internationally excellent.

Band 2

* Consistent production of research outputs recognised as world-leading within the discipline in terms of originality, significance and rigour.
* Significant and sustained success in research grant generation.
* Consistent delivery of high-quality impact activity, of a kind that will underpin impact case-studies of world-leading standard.
* Delivery of plenary and keynote addresses at prestigious international conferences.

Band 3

Band 3 professors will be acknowledged as world leaders in their field and will be recognized internationally as making influential contributions to their field. They will make commensurate contributions to the University’s strategic aims.

* Election to the most prestigious learned societies, and/or the award of the most prestigious prizes.
* Significant and sustained success in research grant generation, at a level clearly in excess of normal professorial standards.

Your submission in this section should fit within this page.

**SECTION 2: EDUCATION**

Use the space below to give evidence of your contribution and performance against the relevant criteria for your band, shown below, in the last 3 years.

Band 1

* Contribution to development of teaching policy at University and/or national level.
* External examining for prestigious institutions.
* Consistently high student satisfaction.

Band 2

* Strategic leadership of education with transformational impact.
* Ongoing commitment to teaching, and the development of teaching practice, as required within the discipline.

Band 3

* Continuing commitment to the expectations of professors at Band 2.

Your submission in this section should fit within this page.

**SECTION 3: LEADERSHIP AND MANAGEMENT**

Use the space below to give evidence of your contribution and performance against the relevant criteria for your band, shown below, in the last 3 years.

Band 1

* Effective mentoring and/or management of staff, producing demonstrable results in terms of performance in research and/or education.
* Effective contribution to leadership within the department and/or college, and major contributions to departmental and/or college planning.
* Contribution to planning at a University level.

Band 2

* High contribution to academic and strategic leadership within the University.
* Initiating and driving major academic initiatives (e.g. new facilities or major partnerships).

Band 3

* Initiating and leading complex inter-disciplinary large-scale projects across institutions and national boundaries.
* Election to chair of a major international body.

Your submission in this section should fit within this page.

**SECTION 4: EXTERNAL ACTIVITY AND CORPORATE ENGAGEMENT**

Use the space below to give evidence of your contribution and performance against the relevant criteria for your band, shown below, in the last 3 years.

Band 1

* Management of knowledge-transfer activities, with social and/or economic impact and benefit to the University (e.g. applied and collaborative research, consultancy, licensing of IP, creation of spin-out companies, significant collaborations with public, private and/or third-sector partners).
* Professional activities including: advisory and peer-review work for research councils, major journals and publishers; major contributions to learned societies; organisation of international conferences; policy development for national organisations (e.g. professional bodies and funding bodies).
* Being called upon to give expert opinions (e.g. to government or public bodies).

Band 2

* Professional activities including: senior advisory roles for research councils; editorship of major journals.
* Leadership of high-prestige collaborations of national and international significance with public, private and/or third-sector partners.
* Significant demand for expertise within and beyond academia, influencing policy and/or driving innovation.

Band 3

* One of a very small number of world-leading experts in the field, leading high-prestige international collaborations with multiple partners.
* An international profile of unequivocal authority as evidenced by being frequently called upon to advise agenda-setting international bodies.

Your submission in this section should fit within this page.