

Current Status Relating to Professors of Practice

The current situation is that existing members of the Academic job family cannot be promoted to Professor of Practice. Honorary Professors of Practice (e.g. NHS members) are not members of a particular job family and can accordingly be promoted (or appointed). The Assistant Provost (Academic Promotions) should be on the promotions Committee for such Professors of Practice, although the Dean of the relevant Faculty may be better placed to chair.

*For clarity, Professors of Practice can be appointed into the Learning and Teaching Job Family however, they are not eligible to be promoted in this Job Family. Their contract of employment **must not** include research amongst their contractual duties, and they must not be assigned to an employment function including 'research' in HR systems or the HESA staff return. Confirmation of the quality of an appointment must be determined at the interview. The Senior Consul and the Assistant Provost (Academic Promotions) should be consulted prior to any appointment and Consul presence at the interview is required.*

Developed Core Criteria for Professor of Practice Title

It is accepted that candidates will be making important and significant contributions to the mission of the College or equivalent in another nationally or internationally renowned organisation. It is expected that the contributions will be in the areas of Education, Leadership & Management, Profession & Practice and **that candidates will be outstanding in at least one, but not necessarily all**. In the area of outstanding expertise, the candidate will be a national/international leader in the field. The Faculty in question will base its decision to appoint/nominate by reviewing a candidate's profile in its entirety.

The criteria below were initially developed by Nigel Gooderham and agreed by the Academic Promotions Committee following consultation during the Academic Year 2018/19. The January 2022 Provost's Board agreed Professors of Practice can now be appointed within the Learning and Teaching job family and Peter Lindstedt and Emma McCoy updated the criteria Academic Year 2022/23 to reflect this decision.

The following are indicators of achievement

Education

- Evidence of excellence in teaching delivery and/or innovative practice which has greatly enhanced and/or changed the nature of learning and teaching in the applicant's field.
- Significant impact on the design and management of the curriculum and programmes within Imperial College or equivalent in another nationally or internationally renowned organisation.
- Strong evidence of national and international research into the effectiveness and validity of education programmes and curricula.
- Significant contribution to leadership in education within Imperial College or equivalent in another nationally or internationally renowned organisation.
- An impact on the College's reputation for excellence in education within the wider community or equivalent in another nationally or internationally renowned organisation.

Leadership and Management

- Leadership and/or development of initiatives relevant to the research, education or enterprise mission of a Faculty
- Experience delivering Board level business and / or executive capability and performance coaching.
- Experience setting up and / or leading and / or having a Director level role in a nationally or internationally renowned institute or centre in a field directly relevant to Imperial College.

- Contribution to research and/or education and/or enterprise strategy of a Faculty, or outside Imperial but of relevance to the University
- Significant role in the recruitment of staff, their development and performance reviews promoting quality and equal opportunities
- An ambassadorial or change champion role, recognised locally, nationally, or internationally
- Contributions to important committees/working groups at Imperial College or equivalent organisation, nationally or internationally

Profession and Practice

- Evidence of a significant leadership role that has contributed to research, education or enterprise in areas that are part of the mission of Imperial College (*e.g. new innovations; promoting translational practice; implementing improvements in clinical care, professional practice; impact on discipline or sector*) or equivalent in another nationally or internationally renowned organisation.
- Significant leadership contribution to activities that have changed practice and contributed to the research, education, or enterprise in areas that are part of the mission of Imperial College (*e.g. professional or clinical guidelines or review groups*) or equivalent in another nationally or internationally renowned organisation.
- Organiser of significant national and international conferences
- Invited contributor to prestigious lectures, major reviews, expert witness investigations and national policy
- Contributions to outreach or public engagement that advances the understanding of the discipline and the mission of Imperial College
- Track record of output demonstrating leadership, university collaborations and/or innovation in a specific area of profession and/or practice
- Track record of income supporting leadership, innovation, university collaborations, in the area of profession and/or practice
- Significant contribution to papers that appear in high impact journals/prestigious conference proceedings relating to profession and practice
- Work on editorial boards, membership of national and international committees, election to prestigious institutions, the award of prizes or other indicators of esteem in the area of profession and/or practice

R.P. Lindstedt and E McCoy
August 2022