

Professorial Banding Criteria

Professorial salaries will be defined according to the following three bands:

Band 1	The majority of professors will fall within this band and individuals undertaking their first appointment to a professorial role will normally enter the professorial grading structure through this band. This will include both those promoted to the role of Professor (through the normal promotion route to personal chair) and those appointed to an advertised professorial role.
Band 2	This band will be available for professors who have a well-established international reputation in their field or have an external presence that places them significantly higher than that expected of Band 1 professorial appointments. Individuals will not be promoted directly to this band without having previously held a professorial role at Band 1. External appointments will only be made to this band where an individual already holds the role of professor at another institution or is working at an equivalent comparable level in another sector.
Band 3	Professors promoted to this band will have evidence of being a major academic figurehead, internationally renowned and considered to bring considerable prestige to the University through their sustained record of academic achievement at the highest level. Appointment directly to this band is therefore likely to be in exceptional circumstances and only with prior approval from the Senior Remuneration Committee.

The criteria for each band are noted below:

	RESEARCH	TEACHING AND LEARNING	LEADERSHIP AND WIDER CONTRIBUTION
Band 1	Evidence should demonstrate a high proportion of outputs of high quality, rigour and originality and a national / international profile with evidence of impact and research leadership.	Sustained leadership and contribution at University level and a sustained impact and reputation at a Welsh/UK and ideally, international level. Recognised as leaders and role models within the University and externally. Evidence of scholarship in this area should demonstrate a high proportion of outputs that are considered to be excellent in terms of originality, significance and rigour.	Evidence of sustained leadership contribution at a minimum of University level and demonstrate contributions across the breadth of the University's strategic aims. Evidence of facilitating, improving and inspiring the work of colleagues across the range of academic duties.
Band 2	Publication of high-regarded books, papers as evidenced by being short-listed for international	Leading, shaping and influencing teaching policy at international level, recognised, for example, by	Initiating and driving major academic initiatives, e.g. new facilities or creating partnerships.

	<p>prizes.</p> <p>Delivery of plenary and keynote addresses at top-quality international conferences.</p> <p>Generation of research income consistently in the UK upper quartile for the discipline.</p> <p>Editor of a leading international journal for the discipline.</p> <p>Member of a REF panel.</p>	<p>being appointed a QAA reviewer.</p> <p>Significant contribution to the scholarship of Learning and Teaching.</p> <p>Leadership of teaching innovation recognised by relevant organisations, e.g. Higher Education Academy's National Teaching Fellowship Scheme.</p>	<p>Recognised position of leadership in a discipline, as evidenced by e.g. advising major funding councils.</p> <p>Lead ongoing complex inter-disciplinary large-scale projects.</p> <p>Achieving recognition both personally and for the University, through leadership of prestigious collaborations of international significance with public, private and / or third sector partners.</p> <p>International recognition as a consequence of academic achievements and track record in influencing national policy and / or driving innovation.</p> <p>Chair of significant Welsh / national organisations, boards etc.</p>
<p>Band 3</p>	<p>Research and scholarship recognised as world-leading within the discipline in terms of originality, significance and rigour, as evidenced by a significant number of high-impact citations, election to the most prestigious learned societies and the award of the most prestigious prizes.</p> <p>Generation of research income consistently in the UK upper decile for the discipline.</p> <p>An international profile of authority as evidenced by being frequently called upon to advise agenda-setting international bodies or chairing independent national-level reviews.</p> <p>Regarded at the highest level by international peers, as evidenced by awards and prizes from major learned societies.</p>	<p>One of a very small number of world-leading experts in the field, attracting students from across the world.</p>	<p>Recognised position of leadership at international level in the discipline, as evidenced by e.g. frequently advising Government, acting as chief adviser to a major international body.</p> <p>Initiate and lead complex inter-disciplinary large-scale projects across institutions and national boundaries.</p> <p>One of a very small number of world-leading experts in the field leading to prestigious international collaborations.</p> <p>Elected to chair of major international academic institute. Chairing of leading world conference.</p>