

# UNIVERSITY OF STRATHCLYDE – PROFESSORIAL ZONING DESCRIPTORS

## 1. High Level Zone Descriptors

The four levels are outlined in summary terms below. Zone placement will be allocated on the basis of best fit, as per the zone allocation principles.

- Zone 1 Professors will have a recognised international reputation for their contribution to their field of study and can demonstrate an established record of academic achievement.
- Zone 2 Professors will have an established international reputation in their field of study and a sustained track record of academic achievement and leadership.
- Zone 3 Professors will have an internationally leading reputation for shaping and developing their field of study and can demonstrate a highly distinguished continuing track record of academic achievement and leadership.
- Zone 4 Professors will bring significant prestige to the University as recognised world leaders in shaping and developing their field of study. Professors can demonstrate an esteemed record of academic excellence and leadership at the highest international level.

## 2. Criteria

The University of Strathclyde has determined ten Professorial Zoning criteria in relation to the four academic themes of Research, Learning and Teaching, Knowledge Exchange and Citizenship. Each of the themes has detailed zone descriptors which, while not exhaustive, give an indication of the types and impact of activity at each zone level. While Strathclyde professors are usually expected to make contributions which span these four themes, for zone determination purposes four of the criteria are classed as primary indicators. In addition, professors will individually nominate two key contribution areas (C) from the remaining criteria, which will also be used to inform zone allocation.

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|--------------------|---|
| Research           | <ul style="list-style-type: none"> <li>• Research publications (P)</li> <li>• Research income (P)</li> <li>• Research leadership (P)</li> <li>• Esteem (C)</li> </ul> |
| Teaching           | <ul style="list-style-type: none"> <li>• Active engagement and contribution to the enhancement of student learning (C)</li> <li>• Esteem (C)</li> </ul>               |
| Knowledge Exchange | <ul style="list-style-type: none"> <li>• External engagement and reach (P)</li> <li>• Income generation (C)</li> </ul>  |
| Citizenship        | <ul style="list-style-type: none"> <li>• Internal leadership (C)</li> <li>• External leadership (C)</li> </ul>  |

## 3. Zone Allocation Principles

- There is an expectation that contribution across research, teaching, knowledge exchange and citizenship will be evident.
- Professors will normally be matched to a zone on the basis of best fit based on assessment of the level of contribution in relation to the four primary indicators, plus the two nominated key contribution areas.
- Assessment of contribution relative to the criteria will take into account the discipline/sub-discipline norms.
- It is recognised that professors may not be active in all of the 10 criteria continuously and that the balance of activity remains as agreed with the relevant Head of Department/School or Executive Dean.
- Overall contribution over the preceding 6 year period will be considered, recognising that individual focus can vary over time.
- The criteria for each zone build on, and incorporate the activities described in the previous zone/s.
- Where an activity is used as an example in relation to multiple criteria, distinct value may be attributed under each area.
- Where appropriate the assessment process will take account of circumstances that influence the balance of activities, such as formal leadership roles, fellowships, sabbaticals, part-time working and career breaks. The submission process will include a facility for such information to be highlighted.

## 4. Criteria Descriptors

### A. Research

Criteria	Zone 1	Zone 2	Zone 3	Zone 4
<b>Research publications (Primary Indicator)</b>	<p>Recognised international reputation, as evidenced by internationally excellent research publications.</p> <ul style="list-style-type: none"> <li>Relevant publications will normally be high quality journals, influential monographs, highly-regarded books, conference proceedings or other works, all as appropriate to the discipline/sub-discipline.</li> <li>Quality indicators may include citation rates and feedback from internally and/or externally assessed research audits. (Panels will be provided with relevant data sets as appropriate).</li> </ul>	<p>Established international reputation, as evidenced by a sustained record of internationally excellent research publications.</p>	<p>Internationally-leading within the discipline, as evidenced by a substantial track record of internationally excellent research publications, including prestigious/widely-acclaimed outputs.</p>	<p>An outstanding body of consistently world-leading outputs that has become an essential point of reference for the discipline and has involved seminal discoveries and new research directions.</p>
<b>Research income (Primary Indicator)</b>	<p>Significant success for the discipline or sub-discipline in leading/overseeing the attraction of external research grants, underpinning the establishment of a significant research group/activity.</p> <ul style="list-style-type: none"> <li>Research income will include for example grants from the research funding bodies such as the Research Councils, governments (home and overseas), European Union, industry and charities.</li> <li>It is recognised that as well as direct Principal and Co-Investigator involvement, broader research income held within their research group may be relevant.</li> <li>Information on both the value of funding secured and research spend will be relevant.</li> <li>It may be appropriate to reference typical income levels for the discipline/sub-discipline.</li> </ul>	<p>Sustained success for the discipline or sub-discipline in leading/overseeing the attraction of significant external research grants/projects, underpinning the work of a significant research group/activity.</p>	<p>Substantial track record of success for the discipline or sub-discipline in leading/overseeing the attraction of major external research funding, underpinning the growth of an internationally leading research group/activity.</p>	<p>Exceptional success for the discipline or sub-discipline in leading/overseeing the attraction of major external research funding of outstanding significance to, underpinning a world leading research group/activity.</p>
<b>Research leadership (Primary Indicator)</b>	<p>Recognised track record of leadership within the discipline/sub-discipline, and as appropriate research group leadership. May be evidenced by for example:</p> <ul style="list-style-type: none"> <li>An appropriate number of high-quality postgraduate research students attracted on a continuing basis, and successfully supervising them to completion of their research degree studies resulting in the delivery of research outputs.</li> <li>Successful contribution to research strategy advancement within the Department/Faculty or more widely within the University.</li> <li>Undertaking lead roles within the discipline including involvement in research conference organising and research networks/consortia.</li> </ul> <p>Consideration will be given to leadership of the individual's own research group, the success of the group, academic leadership across the University, the strength and structure of the research team including PhDs and PDRAs, and academic leadership in the discipline or sub-discipline external to the University.</p>	<p>Established track record of leadership within the discipline/sub-discipline, and as appropriate research group leadership. May be evidenced by for example:</p> <ul style="list-style-type: none"> <li>Sustained track record of successful PhD supervision resulting in the delivery of research outputs.</li> <li>Sustained track record of providing successful academic leadership and advice to experienced academic professional colleagues.</li> <li>A track record of achievement in advancing research strategy development and delivery within the Department, Faculty and more broadly within the University.</li> <li>Established reputation for undertaking lead roles within the discipline including involvement in conference organising and research networks/consortia.</li> </ul>	<p>Substantial track record of overseeing internationally leading research teams or research centres, programmes, projects or collaborations. May be evidenced by for example:</p> <ul style="list-style-type: none"> <li>Leading the growth of PGR numbers, e.g. through externally funded places bringing benefits to multiple academics within subject specialism, and resulting in the delivery of research outputs.</li> <li>Substantial and influential contribution to the development and achievement of the research strategy across the Department, Faculty, and more broadly within the University.</li> <li>Substantial contributions within the discipline/sub-discipline by setting the agenda for research conferences and research networks/consortia.</li> </ul>	<p>World leading success in generating and overseeing the successful growth of research centres of international importance. May be evidenced by for example:</p> <ul style="list-style-type: none"> <li>Widely acknowledged as one of a small group of world leaders in the discipline.</li> </ul>

<b>Esteem (Key Contribution Area)</b>	International recognition evident through, for example:	Established international reputation evident through, for example:	Internationally leading reputation evident through, for example:	World leading reputation evidenced through, for example:
	<ul style="list-style-type: none"> <li>• Fellowship of subject specific learned societies.</li> <li>• Track record of leading scientific contributions to international research conferences and/or at HEIs.</li> <li>• Regular reviewer for prestigious research journals/equivalent.</li> <li>• Evidence of established links with research bodies/funders.</li> </ul>	<ul style="list-style-type: none"> <li>• Executive committee membership learned societies.</li> <li>• Membership of an editorial board of high-quality research journal/s or book series.</li> <li>• Membership of research committees of professional institutions and/or public bodies.</li> <li>• Influential visiting appointments to facilitate research activities.</li> <li>• Sustained track record of leading contributions to international research conferences and HEIs.</li> <li>• Formal research-based advisory role to government/research councils/etc.</li> </ul>	<ul style="list-style-type: none"> <li>• Election to the prestigious learned societies.</li> <li>• Editorship of internationally eminent research journals.</li> <li>• Visiting professorships at universities of international excellence to facilitate research activities.</li> <li>• Receipt of senior research fellowships awarded by funding bodies or learned societies, as appropriate to the discipline, or similar senior fellowships competitively awarded, also as appropriate to the discipline.</li> <li>• Internationally prestigious research prizes/awards.</li> <li>• Sustained track record of leading contributions to internationally leading research conferences, such as keynote or plenary addresses.</li> <li>• Recognised position of research leadership at national and international level in the discipline, as evidenced for example by frequently advising governments, acting as chief adviser to a major funding council, elected to chair of major international body.</li> </ul>	<ul style="list-style-type: none"> <li>• Fellowship of the Royal Society, Royal Academy of Engineering or equivalent.</li> <li>• Presidency of major research society with significant international profile.</li> <li>• Highest level of prestigious medals/prizes.</li> <li>• Honorary degree/s.</li> <li>• Highest level of contributions to internationally leading research conferences.</li> <li>• Visiting professorships at world leading universities to facilitate research activities.</li> <li>• Longstanding key research adviser to international governmental and non-governmental bodies.</li> </ul>

## B. Learning and Teaching

Criteria	Zone 1	Zone 2	Zone 3	Zone 4
<p><b>Active engagement and contribution to the enhancement of student learning (Key Contribution Area)</b></p>	<p>Ongoing track record of high quality research-informed contribution to the design, development, organisation or delivery of educational programmes that enhance student learning. May be evidenced for example by:</p> <p><b>Internal</b></p> <ul style="list-style-type: none"> <li>• Active research-informed contribution to effective teaching, supporting student learning and/or assessment.</li> <li>• Development of learning or teaching programmes within the Faculty.</li> <li>• Contribution to teaching and learning committees up to Faculty level.</li> <li>• Contribution to programmes which enhance Executive Education or Continuous Professional Development (CPD).</li> <li>• Contribution to curriculum development/revision.</li> <li>• Contribute to learning and teaching initiatives which support the growth in numbers of UG or PG students.</li> <li>• Successful student learning demonstrated by PhD and Masters completions and high levels of student satisfaction.</li> </ul> <p><b>External</b></p> <ul style="list-style-type: none"> <li>• External examining at UG, PGT, and/or PhD level at peer institutions.</li> <li>• Invitations to take part in subject review panels at peer institutions.</li> </ul>	<p>Sustained track record of high quality research-informed leadership and contribution to educational programmes which enhance student learning. May be evidenced for example by:</p> <p><b>Internal</b></p> <ul style="list-style-type: none"> <li>• Ensuring that teaching programmes are research-informed, through a track record of providing senior input and advice to the design, delivery and/or assessment of student learning.</li> <li>• Leading the development of new significant programmes within subject area.</li> <li>• Sustained contribution to University level teaching and learning committees.</li> <li>• Leading Department/School/Faculty level teaching and learning committees / initiatives.</li> <li>• Leading and Developing programmes which enhance Executive Education or Continuous Professional Development (CPD).</li> <li>• Leading and developing learning and teaching initiatives which support the growth of UG or PG students.</li> <li>• Where a specific leadership role applies (e.g. Head of Department/School, Director of Teaching) providing oversight and strategic direction for learning and teaching provision for a Department/School/Faculty.</li> </ul> <p><b>External</b></p> <ul style="list-style-type: none"> <li>• Contributing to national bodies which shape the future of the discipline.</li> </ul>	<p>Track record of strategically leading and shaping research-informed teaching policy and innovation through participation in national/international initiatives which shape their field of study. May be evidenced for example by:</p> <p><b>Internal</b></p> <ul style="list-style-type: none"> <li>• Responsible for University strategic leadership and policy-making to enhance student learning.</li> <li>• Leading University level teaching and learning committees/initiatives.</li> <li>• Oversee academic teaching and assessment standards across the University.</li> </ul> <p><b>External</b></p> <ul style="list-style-type: none"> <li>• Significant contribution to international educational agencies and/or government bodies with responsibilities for leading the enhancement of teaching policy and curriculum development at a national/ international level.</li> </ul>	<p>Track record as a World leading figure influencing and shaping research-informed teaching policy across the breadth of the discipline through participation in international governmental and non-governmental bodies which significantly impact their field of study internationally.</p> <p><b>External</b></p> <ul style="list-style-type: none"> <li>• Key leadership role in international educational agencies and/or government bodies with responsibilities for the enhancement of teaching policy and curriculum development at an international level.</li> </ul>

<b>Esteem (Key Contribution Area)</b>	<p>Evidence of esteem which demonstrates active engagement and contribution towards student learning at a Faculty/University level. May be evidenced for example by:</p> <ul style="list-style-type: none"> <li>• Membership of education or training committees of professional institutions and/or public bodies.</li> <li>• Publication of significant materials which support student learning across the sector, e.g. course textbooks, online material, etc.</li> <li>• Active contribution to educational programmes/initiatives which have been recognised through external accreditation. A track record of regular invited talks at international conferences/events and/or UK HEIs.</li> <li>• Teaching Excellence Award nominations.</li> </ul>	<p>Sustained track record of esteem which demonstrates external recognition of leadership relating to student learning at a national level. May be evidenced for example by:</p> <ul style="list-style-type: none"> <li>• Individual teaching awards in relation to programme design and teaching excellence.</li> <li>• Leading contribution to educational programmes/initiatives which have been recognised through external accreditation/awards.</li> <li>• Active contribution to education innovation which has been recognised externally, e.g. through awards.</li> <li>• Track record of Teaching Excellence Awards.</li> </ul>	<p>Highly distinguished track record of esteem which demonstrates external recognition and active leadership relating to student learning at a national/international level. May be evidenced for example by:</p> <ul style="list-style-type: none"> <li>• Significant individual awards or prizes from national/international bodies in recognition of teaching excellence.</li> <li>• Significant national/international awards in recognition of programmes / student learning initiatives which have been led by the individual.</li> <li>• Track record of keynote talks at major national/international conferences.</li> <li>• Invitations to deliver distinguished named lectures/lecture series.</li> </ul>	<p>Esteemed track record of esteem which demonstrates external recognition as a world leader in relation to student learning at the highest international level. May be evidenced for example by:</p> <ul style="list-style-type: none"> <li>• Leading adviser to international governmental and non-governmental bodies.</li> <li>• Elected to major executive roles of significant international societies.</li> </ul>
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## C. Knowledge Exchange

Criteria	Zone 1	Zone 2	Zone 3	Zone 4
<b>External engagement and reach (Primary Indicator)</b>	Recognised for leading and managing successful and high impact KE activities, as evidenced by a track record of significant achievements generating benefits for society. May be evidenced for example by:	Established reputation for leading and managing successful and high impact KE activities, as evidenced by a sustained record of significant achievements generating benefits for society. May be evidenced for example by:	A reputation for leadership and management of high-prestige and high impact KE activities, as evidenced by a highly distinguished record of significant achievements generating significant benefits for society. May be evidenced for example by:	A reputation for pioneering and high impact KE activity, bringing significant prestige to the University, and generating significant benefits for society. May be evidenced for example by:
	<ul style="list-style-type: none"> <li>Track record of regular invited professional contributions to conferences/networks/professional societies.</li> <li>Called upon to give expert opinion in the particular field, informing public policy, third sector and government.</li> <li>Active engagement in knowledge exchange activities of significance to the discipline/sub discipline regionally.</li> <li>Public, professional and community engagement.</li> <li>Academic and professional outputs adopted externally.</li> <li>Success in leading and managing successful spin-out/start-up companies.</li> </ul>	<ul style="list-style-type: none"> <li>Sustained leading contributions to conferences/networks/professional societies.</li> <li>Regularly engaged to provide expert advice to inform policy reviews leading to changes in governmental legislation and guidelines.</li> <li>Developing and driving the reach of new knowledge exchange areas of significance to the discipline/sub discipline regionally.</li> <li>Sustained track record of academic and professional outputs being adopted externally.</li> <li>Leadership of public, professional and community engagement</li> <li>Sustained and significant success in leading and managing successful spin-out/start-up companies.</li> </ul>	<ul style="list-style-type: none"> <li>Setting the agenda for conferences/networks/professional societies.</li> <li>Major appointments to policy making or governmental bodies.</li> <li>Developing and driving the reach of new knowledge exchange areas of significance to the discipline nationally and/or internationally.</li> <li>Academic and professional outputs adopted externally with significant societal impact.</li> <li>National profile for leadership of public, professional and community engagement.</li> <li>Substantial success in leading and managing high-profile spin-out/start-up companies.</li> </ul>	<ul style="list-style-type: none"> <li>Key adviser to governmental and non-governmental bodies with evidence of transformational influence.</li> <li>An international profile of unequivocal authority as evidenced by being frequently called upon to advise agenda-setting international bodies, or at the inter-governmental level.</li> <li>Chairing independent national/international-level reviews and enquiries.</li> <li>Developing and driving new knowledge exchange directions of significance to the discipline internationally.</li> <li>Academic and professional outputs adopted externally with transformational societal impact.</li> </ul>
	<ul style="list-style-type: none"> <li>Defined as roles performed in partnership with, or support of, external organisations, acting as an expert in the field.</li> <li>Examples of relevant external organisations would normally include: industry, learned societies, charities, government and public bodies and relevant chartered/professional bodies.</li> <li>Relevant activities may involve collaboration agreements, technology transfer, executive education and CPD programmes.</li> </ul>			
<b>Income generation (Key Contribution Area)</b>	Recognised track record of leading and managing the attraction of external KE income at significant level for the discipline or sub discipline.	Established track record of leading and managing the attraction of sustained external KE funding at a significant level for the discipline or sub discipline.	Highly distinguished track record of leading and managing the attraction of major external KE funding, at highest levels for the discipline or sub discipline.	Exceptional success in leading and managing the attraction of major external KE funding of major significance to the discipline.
	<ul style="list-style-type: none"> <li>Defined as non-research and non-credit bearing teaching income, from external organisations, managed through the University.</li> <li>Sources of relevant income would typically include industry, public agencies, third sector, Knowledge Transfer Partnership grants, executive education and CPD course income, consultancy work and licencing royalties.</li> </ul>			

## D. Citizenship

Criteria	Zone 1	Zone 2	Zone 3	Zone 4
<b>Internal leadership (Key Contribution Area)</b>	<p>Recognised track record of providing leadership and strategic contributions that will influence and shape the output of the department. May be evidenced for example by:</p> <ul style="list-style-type: none"> <li>• Provide leadership that will influence and shape the output of the department.</li> <li>• Make strategic contributions to decisions in relation to the department and/or Faculty.</li> <li>• Evidence of contributions to the leadership/management of a relevant area.</li> <li>• Contributing to major initiatives, e.g. new facilities or creating partnerships.</li> <li>• Membership of Department, Faculty or University decision-making committees.</li> <li>• Evidence of well-developed management skills, illustrating Strathclyde's Values.</li> <li>• Proven academic leadership and a proven ability to lead, develop and motivate department colleagues.</li> <li>• Promoting the University, e.g. student recruitment marketing, outreach activities.</li> </ul>	<p>Established record of providing leadership through strategic contributions which impact department and/or Faculty strategy and performance. May be evidenced for example by:</p> <ul style="list-style-type: none"> <li>• Provide leadership to the department and/or Faculty strategy and performance.</li> <li>• Make sustained strategic contributions to decisions in relation the department and/or Faculty.</li> <li>• Evidence of significant and sustained contributions to the leadership/management to/across the Faculty.</li> <li>• Initiating and driving major university initiatives, e.g. new facilities or creating partnerships.</li> <li>• Chairing or leading Department, Faculty or University decision-making committees.</li> <li>• Evidence of well-developed leadership and management skills, encompassing Strathclyde's Values.</li> <li>• Proven sustained academic leadership and a proven ability to lead, develop and motivate department and/or Faculty colleagues.</li> </ul>	<p>Evidence of sustained leadership through strategic contributions which impacts and shapes Faculty and/or University strategy and performance. May be evidenced for example by:</p> <ul style="list-style-type: none"> <li>• Sustained leadership to the Faculty and/or University strategy and performance.</li> <li>• Make sustained strategic decisions in relation to the Faculty and/or University.</li> <li>• Evidence of significant contributions to the leadership across the University.</li> <li>• Initiating and leading complex large-scale projects across institutions and/or national boundaries.</li> <li>• Sustained leadership of Faculty or University decision-making committees.</li> <li>• Evidence of well-developed leadership and management skills, being an exemplar of Strathclyde's Values.</li> <li>• Highly distinguished track record of academic leadership and a proven ability to lead, develop and motivate Faculty and/or University colleagues.</li> </ul>	<p>World leading figure, influencing University strategy through strategic contributions which significantly impact University strategy and performance. May be evidenced for example by:</p> <ul style="list-style-type: none"> <li>• Sustained leadership to the University strategy and performance.</li> <li>• Make sustained strategic decisions in relation to the University.</li> <li>• Evidence of significant contributions to the leadership of the University.</li> <li>• Sustained leadership of University decision-making committees.</li> <li>• Evidence of well-developed leadership skills, exemplifying Strathclyde's Values.</li> <li>• Proven sustained academic leadership and a proven ability to lead develop and motivate University colleagues.</li> </ul>
<b>External leadership (Key Contribution Area)</b>	<p>Evidence of involvement in external citizenship activities which demonstrates a positive impact at a Faculty/University level. May be evidenced for example by:</p> <ul style="list-style-type: none"> <li>• Fellowship of subject specific society.</li> <li>• External examiner of courses/doctorates.</li> <li>• Evidence of effective links with research bodies/councils/government agencies, e.g. through research, Council College membership or other equivalent roles.</li> <li>• Effective media engagement.</li> </ul>	<p>Established record of involvement in external activities which demonstrates external leadership and enhancing University reputation at a national level. May be evidenced for example by:</p> <ul style="list-style-type: none"> <li>• Committee membership within subject specific society.</li> <li>• Reviewer for UK research bodies/councils/government agencies.</li> <li>• Significant media exposure.</li> </ul>	<p>Internationally leading reputation which demonstrates external recognition and enhances University reputation at an International level. May be evidenced for example by:</p> <ul style="list-style-type: none"> <li>• Chairmanship within subject specific society.</li> <li>• Reviewer/adviser for international research bodies/councils/government agencies.</li> <li>• RAE/REF panel members and/or equivalent.</li> </ul>	<p>Reputation as an international leader within discipline, enhancing University reputation at the highest international level. May be evidenced for example by:</p> <ul style="list-style-type: none"> <li>• Honorary member within subject specific society.</li> <li>• Adviser to internationally prestigious universities or research bodies/councils/government agencies.</li> <li>• RAE/REF panel chair and/or equivalent.</li> <li>• Representing the University externally on matters of key importance or through fundraising or other income generation.</li> </ul>