

Current Status Relating to Professors of Practice

Existing members of the Academic and Learning & Teaching job families cannot be promoted to Professor of Practice.

Honorary Professors of Practice are not members of a particular job family and can accordingly be promoted or appointed for a fixed term. (In the Faculty of Medicine all such applications (e.g., from NHS members) are handled through Academic Promotions). For any applications from NHS staff from partner organisations of Imperial College Academic Health Science Centre (AHSC), applicants must have a single contract of employment, e.g., with the NHS partner. The Associate Provost (Academic Promotions) should be on the promotions Committee for Professors of Practice, although the Dean of the relevant Faculty may be better placed to chair.

Professors of Practice can be appointed to a specified fixed term position. The applied criteria and the interview panel composition should be consistent with the Academic Promotions process. The quality of an appointment must be confirmed at interview. The Dean of the Faculty, the Senior Consul and the Associate Provost (Academic Promotions) should be consulted prior to any appointment and Consul presence at interview is required. As for Academic Promotions, it is expected that suitably qualified external experts will serve on panels for applicants where an appointment may impact other Faculties.

For clarity, Professors of Practice can be appointed into the Learning & Teaching 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.

Upon a successful award of the title of Professor of Practice (Field) it is a College requirement that the title is used in full.

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
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R.P. Lindstedt
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