

University principles for the conferment of the title of Associate Professor by divisional boards

These principles are intended to promote comparability between divisions in the process and criteria for the award of the title of associate professor to those who do not automatically qualify for it but who: are employed by the University (or, in certain circumstances by one of the colleges); making a significant and sustained contribution to the achievement of the University's goals; and are of comparable distinction to those holding the substantive post of associate professor.

Individuals who hold a college-only appointment but who have made and are expected to continue to make a significant contribution to the work of a Department or Faculty, in terms of teaching (including supervision) and administration and who meet the criteria listed below can be nominated for the title of Associate Professor by the Head of Department. It is recognised that there will be few instances in which individuals make the requisite contribution without a University employment contract; the willingness to undertake duties will not justify the award of title.

- Nominations to be made by Heads of Department who, in the course of PDR or other development discussions, should discuss the possibility of nomination with those who would be likely to qualify.
- Decisions to be made by Divisional Boards, or by an appropriately senior and experienced sub-committee of the Board, on the delegated authority of the Board.
- Submissions by the Head of Department will include:
 - an up-to-date CV;
 - a statement from Head of Department confirming that the individual's duties are comparable to an academic post-holder;
 - a short reference by Head of Department or appropriate, senior academic from within the Department, attesting to the quality of the individual's contribution and demonstrating that the criteria listed below have been met.
- Divisions may, if they wish, seek additional references, including external references, if they are deemed necessary to establish whether applicants have met the criteria below.
- Applications for college-employed staff should include a reference from the Head of House, addressing the quality of teaching carried out in the college, in comparison to the standards expected of a substantive Associate Professor.
- The criteria for the award of the title of Associate Professor are:
 - Grade 9 or 10 or, if a clinician, on a consultant or honorary consultant grade (whether on a fixed-term, open-ended or permanent contract)¹;
 - The individual has an independent programme of research as a key focus of their role and of a standard (in terms of both quality and quantity) equivalent to that required for confirmation in post as an Associate Professor;
 - Teaching role comparable with that of a substantive Associate Professor in the relevant subject area, to include supervision;
 - Teaching and administrative duties are carried out at no less a level of excellence than is expected of a substantive Associate Professor; and,
 - Contribution to other departmental duties, academic and otherwise, demonstrating the level of citizenship expected of a substantive Associate Professor.
- There will be no appeal, but Heads of Department will be able to re-nominate individuals for consideration on an annual basis.