

Professorial Reprofiling 2026

Professor Frank Coton – Senior Vice Principal & Deputy Vice Chancellor (Academic)

Gillian Shaw – Director of Performance and Reward



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Agenda



1. Introduction
2. Overview of the zoning process
3. Guidance on writing your application
4. Evidencing "Excellence"
5. Demonstrating "Collegiality"
6. Q&A

Timeline

Activity	Date
Portal for application launches	9 January 2026
Applications to be submitted to Head of School	TBC by HoS
Application deadline (submitted by HoS once statement completed)	9 March 2026
Panels	Between 13 April and 21 May 2026
Outcome letters available via the Portal	By 30 June 2026

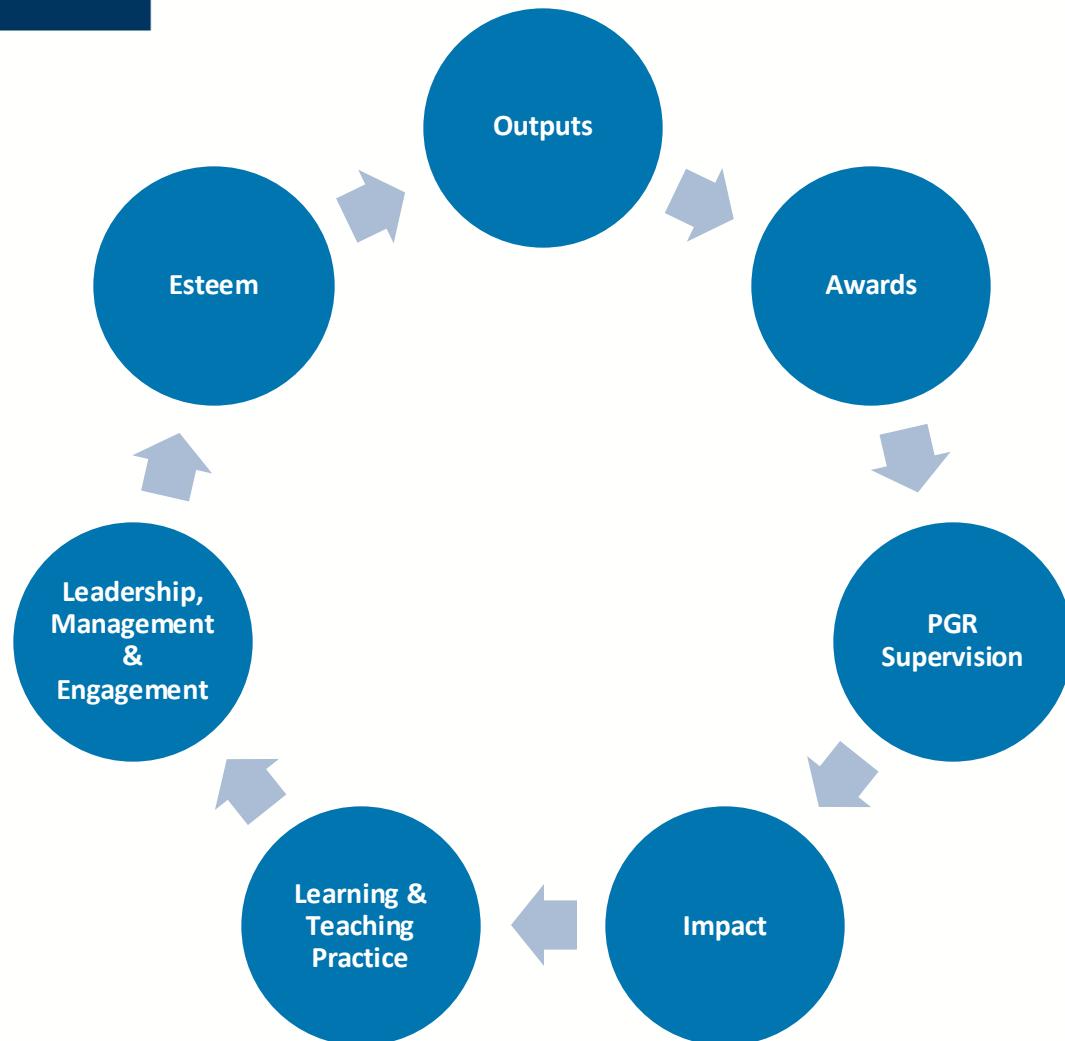
Zoning Panel Composition

- Deputy Vice-Chancellor – Convenor (Professor Frank Coton)
- Vice Principal Research (Professor Chris Pearce)
- Vice Principal Learning and Teaching (Professor Moira Fischbacher-Smith)
- Clerk of Senate (Professor Martin Hendry)
- Executive Director of People & OD (Christine Barr)
- Assistant Vice Principal (Strategy & Resources) Professor Carl Goodyear
- Director of Performance and Reward (Gillian Shaw)

College Membership

- Relevant VP/Head of College
- Relevant HoS
- College Head of People and OD
- Two Senior College Reps

Professorial Zoning Criteria R&T



- Mirrors PDR
- Preponderance but with specific requirements applicable to zones and tracks.

Preponderance and Qualifying Criteria

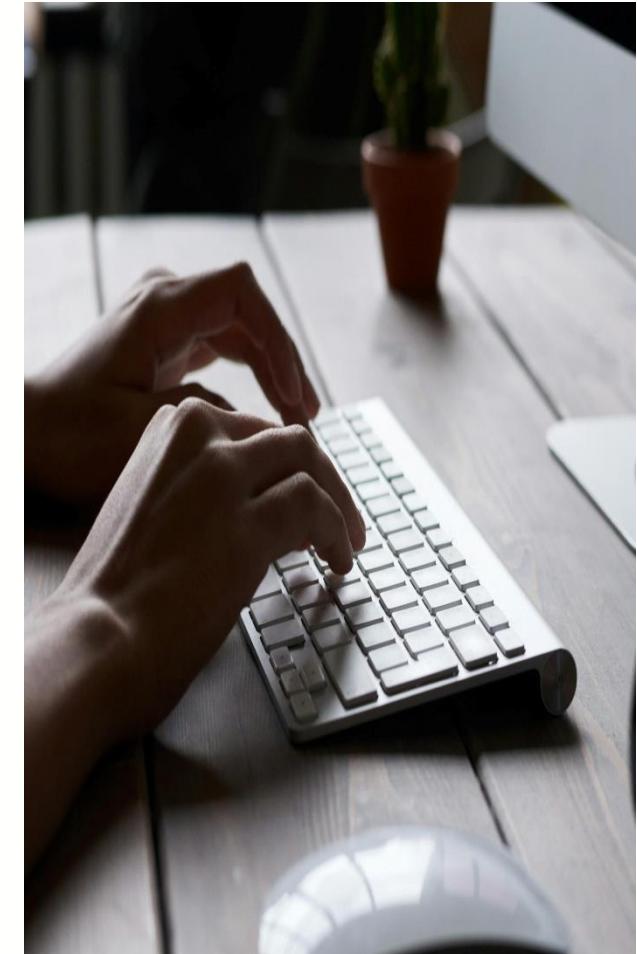
Zone	Requirements
Zone 1 - 3	<p>Need to meet the criteria for the relevant zone in at least 4 of the 7 dimensions</p> <p>Of the 4 dimensions you meet, you must show evidence of meeting the criteria for either Outputs or Impact at the required zone.</p> <p>Minimum of Grade 9 at LTP</p>
Zone 4	<p>Need to meet a minimum of 2 dimensions at Zone 4 and 3 dimensions at Zone 3</p> <p>Of the 2 dimensions you meet at Zone 4, one of these must be either Outputs or Impact.</p> <p>Minimum of Grade 9 at LTP</p>

Additional Circumstances

- Absences – there is a section for adding dates of any long-term absences for reasons such as the various family leaves, and long-term sickness absence. Do not include periods of research leave as the activity during research leave contributes to outputs that count in promotion. Ensure these dates are input before you calculate the 6-year averages for Awards and Supervision as the calculation takes them into account.
- Panels can adjust quantity but not quality
- Please be assured that all Senior colleagues involved in consultation/supporting writing of the HoS statement and the panel members will treat this in confidence.
- Panel members will have visibility of your current FTE, however, if this has changed during the 6-year period, please note that in the additional circumstances section (not as an absence).
- Each case is considered individually, so please be as specific as possible on the circumstances and importantly, the impact it had on activities, which criteria it affected and the adjustment sought.
- Don't assume the HoS or panel members will be aware of additional circumstances. Must be noted on the form, for them to be taken into account.
- Equalities Training

Writing your application

- Must evidence that you meet the requisite requirements for the Zone and that evidence is **sustained**. Refer to the criteria and link your evidence to those.
- Write your application for non subject specialists, careful with abbreviations, acronyms etc.
- Avoid double-counting. Consider which criterion your evidence fits the best.
- Avoid simply listing what you've done – ensure you have described what the impact of your work was.
- Use the terminology from the criteria where you can.
- Use headers where appropriate. Make it easy for the panel members.
- Ensure your CV is up to date and included.



General Thoughts and Observations

- Be clear on what is required for your zone and track (e.g. preponderance across 7 criteria, specific criteria etc) – it's very rare for an applicant to meet all the criteria
- Give yourself plenty time to prepare your application and submit to HoS by the local deadline
- Application is about ***your*** contribution – ensure you articulate what your role was and the impact your work made. Remember panel members can only base their decisions on the detail contained within your application form – don't assume they know your work.
- A 'critical friend' reviewing your draft application is strongly recommended. Use 'email a copy' function on portal.
- Use data where appropriate, to substantiate your evidence.
- Be succinct and address the published promotion criteria
- If you require any reasonable adjustments to partake in this process e.g. alternative formats, additional support then please reach out to your line manager or HoS **at an early stage**.

Evidencing Excellence

Dimension	Excellence
Outputs	We use the REF approach to assessment of Originality, Significance and Rigour to evaluate the grading of a paper. It is very important to outline the significance of the work and your contribution to the work. Zone 4 requires supporting 4* outputs of others. Remember DORA principles.
Awards	Award values averaged over six years, and benchmarked to subject discipline. Values increase from Zone 1 – 4. Significance of the contribution to the grant of the applicant matters and some of the portfolio must be as PI. Panels are sensitive to the use of the term “current” as this can be discipline dependent. Zones 3 & 4 require income to support other researchers.
PGR	Zones 1 & 2 require supervision at subject benchmark levels. Panels will be sensitive to the interpretation of “sustained”, particularly in a rapidly increasing profile. Panels may also look at trajectory beyond the evaluation point if this strengthens the case. Zones 3 and 4 are much more focused on leadership of the growth of PGR.

Dimension	Excellence
Impact	Zone 1 criteria do not require Impact to have happened but the applicant must demonstrate outcomes that may lead to impact. The significance of the outcomes and the role of the applicant must be articulated. For Zone 2 and above, impact must have happened. For Zone 2 the applicant can be a contributor to achieving the impact but beyond this it is about leadership and sustained leadership of impact.
LTP & LME	In responding to the criteria in all zones, focus on what you have achieved and the impact you have had rather than the roles you have undertaken. The biggest mistake applicants make is to simply list the roles they have had - like all other categories we want to understand the significance and impact of your contribution.
Esteem	Again the significance of the recognition under esteem matters. E.g. invited lectures at world leading institutions or named lectures are more significant than a lecture at a lower-ranked university. Also, some esteem indicators age more than others....very few things that happened outside of the six-year period will contribute to your current esteem profile but recognition like FRS would as it is a lifetime award.

Demonstrating Collegiality – A threshold Criterion

Dimension	Collegiality
In Research	Supporting the career development of others, especially early career colleagues, through collaborations on grants, outputs and PGR experience.
In Teaching	Collaborating on curriculum development and supporting colleagues to enhance the student learning experience
In Leadership	Mentoring colleagues and supporting groups and teams

- Professorial Zone Movement Website - contains policy, zone descriptors, system guides, RG benchmark data, reprofiling FAQ's and LTS guidance
- Academic Promotion Portal - contains the form used for reprofiling (which has help text throughout). Where available, the 'Reprofiling Documentation' tile contains your most recent promotion/zone movement form and your current zone profile
- DORA website – contains further information about DORA and the declaration that the University has signed.
- Collegiality Guidance - contains further information on evidencing collegiality

Q&A

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