

Professorial Reprofiting 2026 Outcome Review Process

Introduction

The Outcome Review Process (ORP) applies exclusively to outcomes issued following the 2026 Professorial Reprofiting exercise. A professor who submitted to the reprofiling exercise may request a review of their outcome where they have been assigned a zone lower than their current zone.

Grounds for Requesting an Outcome Review

The review process is available only where the zone assigned through the 2026 Professorial Reprofiting exercise is lower than the professor's current zone. A review will be considered solely where the individual can demonstrate that materially relevant information was not reasonably available at the time of their original submission. No review will be conducted in cases where a request for a higher zone has not been acceded to.

Process for Outcome Review

Eligible members of the Professoriate may request a review of their assigned zone by completing the [Professorial Reprofiting Outcome Review Form](#) setting out the grounds for review and providing supporting evidence.

In considering a review request, the Outcome Review Panel will consider:

- the original documentation submitted for the reprofiling exercise
- the written statement within the outcome review form, setting out the grounds and supporting evidence for the requested review.

The purpose of the panel is to ensure consistency, fairness and accuracy. The Panel will apply appropriate expertise and judgement, ensuring decisions are consistent with the approach taken in the original assessment process. The review is not a re-evaluation of the original assessment but is limited to consideration of the impact of any new, materially relevant information, not previously available, on the agreed profile.

The outcome review process may uphold the original outcome or adjust the assigned zone level either upward or downward. The Panel will reach a decision based on the information presented.

Outcome Review Panel Membership

- Independent Chair: Senior Vice-Principal
- Vice-Principal (Research and Knowledge Exchange)
- Executive Director of People and Organisational Development
- Vice-Principal and Head of the relevant College
- Cognate College Vice-Principal/Head of College or Senior Professorial Representative

The panel may call on specialist advice and input as necessary.

Timelines

An Outcome Review request must be submitted to HR-PPR@glasgow.ac.uk by **30 July 2026**, as specified in the letter notifying the reprofiling outcome. The University will endeavor to communicate the outcome of the review by 24 September 2026. The Panel's decision will be final and will conclude the internal process.