

## **Collegiality**

The University requires its Professors to actively contribute to the collective interests and values of the University through collegial working, and in so doing, support the careers of others.

In each section of the application, professorial applicants are therefore asked to highlight their activity and achievements, and should include evidence of working in a collegiate and supportive manner, advancing the career development of colleagues in the pursuit of achieving personal goals and the College's strategic objectives.

Heads of Schools/Directors of Research Institutes should refer to collegiality in their supporting statement.

## **Evidence of Achievement**

Demonstrable engagement in and contribution to a variety of University, College, School, Research Institute, disciplinary or sector level activities that contribute and build collegiality beyond an individual's day to day activity and role. Examples include:

- Demonstrating best practice in open research, as appropriate to the discipline, including through the transparency of data, methods, materials, design and analysis, and practices that support replication.
- Leading research funding initiatives that have generated income in the support of research by others (e.g. including less senior academics as co-investigators), and large-scale institutional bids.
- Collaborating with peers on a Doctoral Training Centre (DTC) application (or equivalent training programme) or acting as a second supervisor in support of primary supervision by a colleague.
- Collaborating on impact-generating activities, or sharing external contacts/impact partners with colleagues.
- Collaboration with, and support for, colleagues in the development of approaches to and delivery of teaching.
- Training/coaching/mentorship of colleagues, and in leadership of College-level or Institution-level initiatives to support careers (e.g. to support fellowship applicants).
- Supporting colleagues (especially those who are at earlier career stages) through prize/medal nominations, or facilitating the appointment of colleagues to external bodies (e.g. societies and committees).

## ***Guidelines for evaluating collegiality***

Collegiality is a threshold criterion and as such, may be a deciding factor in a promotion case.

When assessing whether an applicant meets the collegiality requirement, one expects the collegiality to be evidenced in a preponderance of the seven dimensions. These dimensions need not be the same four dimensions that meet the performance threshold for promotion.

Collegiality should be clearly and convincingly evidenced. The evidence should be described in specific terms (e.g. how many staff/students were supported, in what way, and over what time) and the impact of this collegiality should be evident by the combination of its depth (significant impact to immediate colleagues) and breadth (the range of colleagues who benefit, which could include the wider discipline).