

Royal Northern College of Music
Granting of Professorial Title
Policy & Procedure
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RNCM
ROYAL NORTHERN
COLLEGE of MUSIC

1. INTRODUCTION

- 1.1 Professorial title is conferred in order to give public recognition to individuals who have achieved the highest level of academic or professional distinction and who have an outstanding record and reputation in a field relevant to the activities of the College. They will be able to demonstrate an international reputation in their field and, importantly, will have demonstrated qualities of leadership in expanding knowledge and understanding within their chosen area of expertise. Individuals holding professorial title are accordingly required, at all times, visibly and tangibly to support the values and activities of the College, to uphold the highest standards of academic performance and personal behaviour and to employ their distinction towards the advancement of the RNCM's strategic plan.
- 1.2 The Policy provides for the title of Professor (Personal Chair) to be available for conferment on staff engaged in teaching, research (full-time or part-time) and/or those in academic leadership roles in the College who are judged to have met the criteria that have been adopted.
- 1.3 The Policy provides for the title of Associate Professor to be available for conferment on staff engaged in research and/or those with a distinguished achievement in academic leadership across teaching and/or knowledge exchange who are judged to have met the criteria that have been adopted.
- 1.4 Successful candidates for Personal Chair who are not already on Grade 9 will fulfil some and maybe all of the criteria for this grade and can be considered for academic regrading through the College's Academic Staff Grading Review process.
- 1.5 Successful candidates for Associate Professor who are not already on Grade 8b will fulfil some and maybe all of the criteria for this grade and can be considered for academic regrading through the College's Academic Staff Grading Review process.

2. PROFESSORIAL ATTRIBUTES

- 2.1 The conferment of the title of Professor at the College is based substantially on the nature of academic and professional leadership appropriate for a major international conservatoire. This achievement will normally be in either:
 - the field of teaching, curriculum innovation and pedagogy; or
 - outstanding performance or academic achievement recognised internationally.
- 2.2 In addition, candidates will demonstrate a clear record of their contribution of this achievement to the RNCM's learning, teaching and research environment including its strategic aims, and to the wider musical, scholarly and/or educational community.

3. PROFESSORIAL TITLES

The College may grant the titles of Professor (Personal Chair), Associate Professor, Emeritus/Emerita Professor and Honorary Research Professor.

3.1 Professor (Personal Chair)

The title of Professor (Personal Chair) may be conferred on individuals who are employed by the College and are deemed to be of international standing in their field, whether as a performer, composer, researcher, teacher or combination of these, with a distinguished record of innovation and influence among the academic and/or

professional music communities at national and international level as evidenced through personal distinction as well as academic or professional leadership (see 4.1).

3.2 Associate Professor

The title of Associate Professor may be conferred on individuals who are employed by the College and are deemed to be of international standing in their field of research evidenced through an international research profile. Colleagues without international research profile but with exceptional academic leadership, evidenced at least at national level in either teaching and/or professional knowledge exchange, are also eligible.

3.3 Emeritus/Emerita Professor

The title of Emeritus/Emerita Professor may be conferred upon retirement on a Professor (Personal Chair) who has made an outstanding contribution to the academic life and reputation of the College while holding the title of Professor. This recognises their contribution to the College and the wider academic community, and allows them to continue using their professorial title. An Emeritus/Emerita Professor does not have any employment rights with the College.

3.4 Honorary Research Professor

The title of Honorary Research Professor may be conferred on distinguished individuals external to the College, who have been making an on-going and substantial outstanding academic contribution to College activity. The title may also be awarded strategically to colleagues who have an emerging relationship with the College in research and knowledge exchange. This title is awarded for three years and can be renewed. It is not confined to a single research, performance and teaching project, but rather to ongoing projects, activities and grant applications.

4. SPECIFIC CRITERIA AND EVIDENCE

Professors at the College are individuals who demonstrate personal distinction and academic or professional leadership in at least one of the following: learning and teaching, research, leadership and/or professional recognition. Each category is normally evidenced through significant knowledge exchange that demonstrates that excellence is externally acknowledged. In addition, candidates for the Personal Chair must also provide evidence of significant, high-level contributions to management/administration/leadership. Candidates for professorial appointment need to demonstrate sustained achievement and that the standard of excellence will be maintained.

- 4.1 Applicants for Personal Chair** are expected to demonstrate outstanding and recognised achievement in at least ONE of the following categories, and a significant contribution to at least ONE other category. All categories outlined below have equal weighting. Applicants should address as many of the bullet points as possible within the chosen categories. At this stage applicants should also suggest a title for consideration by the Professorial Appointment Panel and the Academic Board should their application be successful:

4.1.1 Learning and Teaching including Knowledge Exchange

- International reputation in educational development and leadership with professional recognition from Advance HE in the form of fellowship (if appropriate); relevant publications or equivalent contributions to national and

international learning and teaching and pedagogic fora;

- A sustained, record of strategic leadership and impact at institutional, national and international level in learning and teaching and pedagogic enhancement;
- A substantial record of innovative teaching and supporting undergraduate and/or postgraduate students to the highest professional standards; and/or supervising postgraduate and doctoral dissertations, theses and research, if appropriate;
- A successful commitment to, and engagement with, continuing professional development relating to academic, institutional or professional practices;

4.1.2 Research and Research Knowledge Exchange

- a substantial international record of publishing, broadcasting, recording or otherwise disseminating high quality research, composition and/or performance that expands knowledge and understanding within the applicant's chosen field. Particular consideration will be given to significant contributions to past and potential future Research Excellence Framework exercises;
- recognition of achievement through senior membership of learned societies, awards, residencies at high-ranking higher education institutions nationally and internationally and other relevant esteem factors;
- significant knowledge exchange and/or collaborative research activity in the wider public domain, such as educational and public arts organisations and the cultural industries in general;
- a substantial record of success in securing support for research as evidenced by grants from such bodies as the Research Councils, Arts Councils, European Union, charitable and scientific foundations, commercial enterprises, government and other sponsors;

4.1.3 Leadership

- a demonstrable and sustained record of academic leadership aligned to an institutional strategic plan (normally the RNCM's) through recognisable contributions to its fulfilment;
- a demonstrable and sustained positive impact on the academic and musical life of the RNCM and its public reputation. For people coming to the RNCM from other institutions, a demonstrable and sustained impact on the academic and/or musical life in a higher education institution or other organisation;
- a demonstrable commitment to building a community of scholarship, sharing expertise with colleagues within and outside of the institution, mentoring staff and supporting them in their continuing professional development. Evidence should include knowledge exchange through, for instance, contribution to national committees;
- a demonstrable record of productive co-operation with other academic and/or professional colleagues in music education and training within the

RNCM, and with clear contribution nationally and internationally;

4.1.4 Professional/Artistic recognition

- a substantial record of service on national and international professional committees, juries, as peer reviewer etc;
- high-level representation on behalf of the RNCM, conservatoires or higher education more broadly on regional, national and international bodies; and
- a substantial record of consultancy, provision of advice to government or the music profession.

4.2 **Applicants for Associate Professor** are expected to demonstrate outstanding and recognised achievement of either Research (including Research Knowledge Exchange) OR Academic Leadership at a national level evidenced through Knowledge Exchange. Applicants should address the first bullet point under their chosen category (either 4.2.1 or 4.2.2 below) in full and should substantially demonstrate that they fulfil at least two of the remaining bullet points within the chosen categories. At this stage, applicants should also suggest a title for consideration by the Professorial Appointment Panel and the Academic Board, should their application be successful.

4.2.1 Research and Research Knowledge Exchange

- a substantial record of work disseminated through publishing, invited presentations, broadcasting and/or recording that is “internationally excellent in terms of originality, significance, and rigour” as defined by the Research Excellence Framework. Particular consideration will be given to significant contributions to past and potential future Research Excellence Framework exercises;
- recognition of achievement through senior membership of learned societies and on peer review panels/juries at least at national level; awards and/or residencies at high-ranking higher education institutions and other relevant esteem factors that demonstrate international scholarly recognition;
- significant research knowledge exchange and/or collaborative research activity in the wider public domain, such as educational and public arts organisations and the cultural industries in general;
- a demonstrable record of success in securing support for research as evidenced by grants from such bodies as the Research Councils, Arts Councils, European Union, charitable and scientific foundations, commercial enterprises, government and other sponsors;

4.2.2 Leadership and Professional Knowledge Exchange

- a demonstrable and sustained record of academic leadership with impact at national level through specialist contribution to policy-making or national advisory bodies including significant contribution to national arts or education policy;
- a demonstrable and sustained positive impact on the academic and musical life of the RNCM and its public reputation. For people coming to the RNCM from other institutions, a demonstrable and sustained impact on the academic

and/or musical life in a higher education institution or other organisation;

- a significant record of professional knowledge exchange including the design and leadership of collaborative professional/ artistic projects in the wider public domain in the education sector and/or cultural sector;
- a demonstrable commitment to building a community of scholarship, sharing expertise with colleagues within and outside of the institution, mentoring staff and supporting them in their continuing professional development; and
- a demonstrable record of productive co-operation with other academic and/or professional colleagues in music education and training within the RNCM, nationally and internationally.

5. PROCEDURE

5.1 PRE-APPLICATION

An intending applicant for Professorial title (Personal Chair) or Associate Professor is expected to work closely with a senior academic colleague already of Professorial standing who has close knowledge of their work and achievements to determine the merit of the proposed application, how it might best be presented, and its likelihood of success. The mentor should be satisfied that there is a *prima facie* case for the Panel to consider.

5.2 APPLICATIONS / NOMINATIONS

Any member of academic staff who reasonably considers that they meet the criteria above for conferment of Associate Professor or of Professor (Personal Chair) may submit an application in confidence to the Professorial Appointment Panel, which demonstrates the case for conferment. Applications should take the form of an appropriately detailed account of their achievement in one or more of the categories above.

5.2.1 Professor (Personal Chair)

All applications should be completed on the Associate Professor / Professor (Personal Chair) Application Form and should be submitted with a short CV to the Director of Research. The individual who has acted as a mentor to the Professorial applicant (see paragraph 5.1 above) will be asked separately to submit a report (c. 500–700 words) to the Director of Research describing the nature of the advice given and their opinion on the suitability of the candidature.

All applications for which such a case is established will be forwarded to the Professorial Appointment Panel for detailed consideration, which may include an interview with the candidate. The candidate will be asked to supply the names of five senior and experienced external referees, at least two of whom should be from outside the UK, who should be in a position to offer a respected and informed assessment of the applicant's expertise, standing and achievements as part of their application. Candidates should obtain the provisional consent of external referees before submitting applications and contact details should be included in the Application. The Panel will invite at least three of the candidate's nominees to supply references and also commission at least two additional independent references.

Recommendations from the Panel will be forwarded to the Academic Board for consideration/approval. Applicants will be advised of the outcome of their

application as soon as the Academic Board has considered the recommendation from the Panel.

5.2.2 Emeritus/Emerita Professor

The internal members of the Professorial Appointment Panel have the discretion to recommend conferment of the title Emeritus/Emerita Professor on the retirement of a holder of a RNCM Professorial title. Nominations for the title of Emeritus/Emerita Professor should be made to the Director of Research who checks that there is a *prima facie* case for the internal Professorial Appointment Panel to consider. Recommendations from the Panel will be forwarded to the Academic Board for consideration/approval. Individuals will be advised of the outcome of their nomination as soon as the Academic Board has considered the recommendation from the Panel.

5.2.3 Honorary Research Professor

Nominations for Honorary Research Professor are made using the relevant application procedure to the Director of Research who assesses that there is a *prima facie* case and, if so, brings the application to the Research and Knowledge Exchange Committee. The Director of Research will consider proposals from Heads of Schools, Heads of Programmes or equivalent in consultation with the Deputy Principal (Performance and Programmes) or the Director of Programmes as appropriate. The proposer should include a statement detailing the grounds for recommending the granting of the title of Honorary Research Professor, which will include evidence that the nominee fulfils the appropriate criteria at a level at least equivalent to those required for a Professor (Personal Chair). For nominations for Honorary Research Professor, a curriculum vitae should be attached to the statement. References are not required.

Recommendations made by the Research and Knowledge Committee will be considered by the internal members of the Professorial Appointment Panel. Recommendations from the Panel will be forwarded to the Academic Board for consideration/approval. Nominees will be advised of the outcome of their nomination as soon as the Academic Board has considered the recommendation from the Panel.

- 5.3 Where an individual employed by the College, either already appointed to a professorship or in the process of being so, or an external who is in the process of or has been appointed as an Honorary Research Professor, is deemed to have brought, or to have the potential to bring, the College into disrepute then their professorial title may be suspended or, in the case of those individuals in the process of being conferred as professors, the approval/nomination process terminated. The suspension of an existing professorial status or termination of an active approval process will have no time limit. Any decision to re-activate professorial status or to permit a terminated professorial approval process to re-commence is at the discretion of the Principal. In considering whether to either re-activate a professorship or re-commence a professorial conferment process, the Principal will have regard to the current and future likely reputational risk to the College should the professorial appointment be made. Where the potential reputational risk is considered to be too high, professorial status will not be granted.

5.4 Suspension of Professorial Title Use

Individuals who have had their professorial status with the College either suspended or terminated will not be permitted to use the Professorial title at any time, either within the

College or externally. If a Professor (Personal Chair) is found to be doing so the matter will be considered in accordance with the College's Disciplinary Procedure.

5.5 Unsuccessful Applications and Reapplication

Unsuccessful applicants for Associate Professor or for Professor (Personal Chair) will be informed of the reasons for the decision in writing or by a feedback interview with the Director of Research.

Unsuccessful applicants for Professor (Personal Chair) may submit a fresh application no earlier than two years from the unsuccessful application. The Professorial Appointment Panel is at liberty to lengthen or shorten this (to not less than one year) in appropriate cases.

The Professorial Title Panel may solicit an Associate Professor Application where the Professor (Personal Chair) was not successful.

5.6 Professorial Appointment Panel

Applications / nominations for Professorial title are considered annually by the Professorial Appointment Panel. The Panel makes recommendations to the Academic Board for the granting of all professorial titles, including Honorary Research Professor, which has the authority to approve or reject the recommendations of the Panel. Outcomes for Professor (Personal Chair) are reported to the Board of Governors.

The Panel will be drawn from the Director of Research (Chair), the Director of Programmes, a representative from the Professoriate, a representative from the Heads of School, together with two external members of professorial standing. In the case of applications for Professor (Personal Chair), the mentor will not be permitted to sit on the Professorial Appointments Panel when that application is being assessed.

6. DURATION OF TITLE

The title of Professor (Personal Chair) is held for as long as the holder remains employed at the College, or, in the case of Emeritus/Emerita Professor, the title is normally granted in perpetuity. The title of Associate Professor is held for as long as the holder remains at the College or until it is superseded by the title of Professor (Personal Chair).

Honorary Research Professor is for three years or for such other period as may be determined by the Academic Board and is renewable.

ROYAL NORTHERN COLLEGE OF MUSIC

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