

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 and to uphold the highest standards of academic performance and personal behaviour.
- 1.2 The normal expectation is that successful candidates for Personal Chair only who are not already on Grade 9 are likely to have fulfilled the criteria for this grade and can be considered for academic regrading through the College's Teaching and Research Staff Grading Review process.
- 1.3 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.

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. It is important to note that whilst professors must always be distinguished academically in an international environment, academic distinction so gained by pursuing one's own work in isolation from others is unlikely to meet the criteria for appointment since this does not adequately demonstrate leadership and contribution to the international academic community.

3. PROFESSORIAL TITLES

The College may grant the titles of Professor (Personal Chair), Professor (International Chair), Emeritus Professor and Honorary 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 record of innovation and influence among the academic and/or professional music communities.

3.2 Professor (international Chair)

The title of Professor (International Chair) may be conferred on leading international figures in all areas of performance, composition, musicology, music psychology and education who are external to the College.

3.3 Emeritus Professor

The title of Emeritus 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 Professor does not have any employment rights with the College.

3.4 Honorary Professor

The title of Honorary Professor may be conferred on distinguished individuals external to the College, whom the College wishes to recognise for their outstanding academic and/or professional service and who will enhance the national and/or international standing of the College through their association with it. An Honorary Professor will be part of the RNCM community and will engage with staff and student projects as agreed by the appropriate Head of School or equivalent.

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. In addition, candidates 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.

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.

4.1 Learning and Teaching

- International reputation in educational development and leadership with professional recognition from the 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.

4.2 Research

- 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 REF 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.

4.3 Leadership

- a demonstrable and sustained record of academic leadership and a significant and recognised contribution to the fulfilment of the RNCM's strategic goals.
- 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 sharing expertise within the RNCM, mentoring staff and supporting them in their continuing professional development.
- 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.

4.4 Professional recognition

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

5. PROCEDURE

5.1 PRE-APPLICATION

An intending applicant for Professorial title (Personal Chair) 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 professorial title 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 submitted 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. 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 Professor (International Chair)

Nominations for Professor (International Chair) are made to the Director of Research by the Deputy Principal (Performance and Programmes) on the basis of proposals from Heads of Schools or equivalent. The proposer should include a statement detailing the grounds for recommending the granting of the title of Professor (International Chair), 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 International Chairs, a *curriculum vitae* should be attached to the statement. References are not required.

Applications 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. Nominees 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 **Emeritus Professor**

The internal members of the Professorial Appointment Panel have the discretion to recommend conferment of the title Emeritus Professor on the retirement of a holder of a RNCM Professorial title. Recommendations from the Panel will be forwarded to the Academic Board for consideration. Individuals will be advised of the outcome of their nomination as soon as the Academic Board has considered the recommendation from the Panel.

5.2.4 **Honorary Professor**

Nominations for Honorary Professor are made to the Director of Research by the Research and Knowledge Exchange Committee, Deputy Principal (Performance and Programmes) or the Director of Programmes on the basis of proposals from Heads of Schools, Heads of Programmes or equivalent. The proposer should include a statement detailing the grounds for recommending the granting of the title of Honorary 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 Professor a *curriculum vitae* should be attached to the statement. References are not required.

Nominations 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. 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 International Chair or Honorary 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.

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 to be one of gross misconduct by the College and action initiated accordingly.

5.4 Unsuccessful Applications and Reapplication

Unsuccessful applicants 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 Title Panel is at liberty to lengthen or shorten this (to not less than one year) in appropriate cases.

5.5 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 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 Professor, the title is normally granted in perpetuity.

Professor (International Chair) and Honorary Professor are for three years or for such other period as may be determined by the Academic Board and are renewable.