

Associate Professor (Grade 10)

Research

Applicants for Associate Professor (Grade 10) progression are required to show achievement in research assessed by reference to national levels of excellence.

Land Economy is a multidisciplinary department and recognises that indicators of outstanding contribution and international levels of excellence will not be the same in its different disciplines. In particular the balance between individual and collaborative work and between publication in books and book chapters as opposed to in journal articles will vary. In addition, although in some of the disciplines covered by the Department it is common for leading scholars to apply for and win research grants, that is not the case for all of them.

In a multidisciplinary department the promotion of interdisciplinarity is particularly prized. In a Department devoted to examining public policy and professional practice, impact on those aspects of society is valued.

CRITERION 1: Consistently conducts rigorous research addressing significant questions, contributing new ideas and advancing the boundaries of the field whilst ensuring the highest standards of research integrity are promoted and maintained.
Indicators of excellence and impact
<ul style="list-style-type: none">• Types of publication will vary across the disciplines included within Land Economy, from publication of chapters in edited books to datasets.
<ul style="list-style-type: none">• A portfolio of high-quality research outputs recognised as excellent in terms of their originality, significance and rigour will be required.
<ul style="list-style-type: none">• The work will be expected to make a significant contribution to the advancement of knowledge
<ul style="list-style-type: none">• The University and the Department acknowledges that the intellectual content of a paper is much more important than publication metrics and so no lists of favoured or designated journals or publishers will be maintained or required.
<ul style="list-style-type: none">• Work that challenges received ideas will be encouraged and welcomed.
<ul style="list-style-type: none">• Research outputs that inform the development of policy, professional or private sector practice will be recognised. All reasonable evidence of impact on policy or professional or private sector practice will be eligible - REF standards of documentation will not be required.
<ul style="list-style-type: none">• Winning competitive research funding is an important indicator of excellence in some disciplines.
<ul style="list-style-type: none">• Award of prizes and honours for research will be recognised.
<ul style="list-style-type: none">• Peer-review is very important to a substantial portfolio of original research, but for some items in that portfolio (e.g. US law journals, policy reports) is not a sine qua non for inclusion.
<ul style="list-style-type: none">• Interdisciplinarity is encouraged.
<ul style="list-style-type: none">• Organisation of conferences and seminars and international collaborations and invitations to present work at major conferences or institutions will count as evidence of research excellence.
<ul style="list-style-type: none">• Promotion and maintenance of high standards of research integrity is essential.

Teaching and Researcher Development

Applicants for progression to Associate Professor (Grade 10) will be expected to have demonstrated excellence, leadership and innovation in teaching, and to have contributed strongly to supervising postgraduate students.

The Department does not equate excellence in teaching with the popularity of the teacher. Student feedback, although never irrelevant, will not be taken as determinative. Demonstrating an ability to communicate, however, is a pre-requisite for showing effectiveness in teaching.

Not all the indicators will be relevant to every applicant and successful applicants will not necessarily be able to demonstrate achievement on every indicator.

(References to teaching should be taken to include all relevant forms of teaching, including lectures, seminars, workshops, and small-group teaching. References to postgraduate students include MPhil, MSt and PhD students.)

CRITERION 1: Consistently delivers excellent teaching that benefits from and engages with Cambridge's research-rich environment and is intellectually challenging
Indicators of excellence
<ul style="list-style-type: none">• Provides effective, inspiring, and intellectually challenging teaching
<ul style="list-style-type: none">• Successfully incorporates their own scholarship into teaching (includes producing leading textbooks and other pedagogical materials)
<ul style="list-style-type: none">• Successfully incorporates their own research into teaching
<ul style="list-style-type: none">• Wins departmental, university-wide, or broader recognition for teaching
<ul style="list-style-type: none">• Plays an effective role in the assessment process
<ul style="list-style-type: none">• Demonstrates a professional, reflective approach to teaching
<ul style="list-style-type: none">• Contributes to the creation of new courses or papers and/or the renewal of existing courses or papers
<ul style="list-style-type: none">• Demonstrates innovation in teaching methods and/or assessment methods
<ul style="list-style-type: none">• Takes part in inter- or multi-disciplinary teaching
<ul style="list-style-type: none">• Delivers successful, intellectually challenging, and supportive postgraduate supervision
<ul style="list-style-type: none">• Creates a positive working environment for postgraduate students and acts as a role model in promoting the University's values.

CRITERION 2: Consistently delivers excellent research supervision that is engaging, intellectually challenging and supportive
Indicators of excellence
<ul style="list-style-type: none">• Supervises research students effectively
<ul style="list-style-type: none">• Where available, consistently receives positive feedback from research students
<ul style="list-style-type: none">• Recognises and nurtures talent and engages with researcher training and development processes

CRITERION 3: Consistently ensures that early-career researchers receive excellent opportunities to develop their potential and prepare them for future success

Indicators of excellence

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| <ul style="list-style-type: none">• Where available, consistently receives positive feedback from postdoctoral researchers |
| <ul style="list-style-type: none">• Provides inclusive leadership and delivers excellence through the performance of others |
| <ul style="list-style-type: none">• Creates a positive working environment and acts as a role model in promoting the University's values relating to mutual respect |
| <ul style="list-style-type: none">• Recognises and nurtures talent and engages with researcher training and development processes |

Service to the University and the academic community

The Department expects those appointed to Associate Professor (Grade 10) consistently to have made significant contributions to the work of the Department or the University and to the scholarly community or society.

Not all the indicators will be relevant to every applicant and successful applicants will not necessarily be able to demonstrate achievement on every indicator.

CRITERION 1: Consistently makes an effective contribution of service to the University and to the academic community beyond the University. Promotes collegiality and engenders a culture of mutual respect
Indicators of excellence
<ul style="list-style-type: none">• Significant service in academic administrative and leadership roles in the Department, the School or the University
<ul style="list-style-type: none">• Has made significant contributions to equality, diversity and inclusion activities, including widening participation
<ul style="list-style-type: none">• Contributes to a positive working environment and acts as a role model in promoting the University's values
<ul style="list-style-type: none">• Active contribution to scholarly communication or communication of scholarly work to the general public
<ul style="list-style-type: none">• Editing of or reviewing submissions for scholarly journals or publishers
<ul style="list-style-type: none">• Advises (whether in the UK or elsewhere) governmental bodies, parliamentary committees, international organisations, or non-governmental organisations
<ul style="list-style-type: none">• Membership of public bodies
<ul style="list-style-type: none">• Supports partnerships with other HEIs or funders
<ul style="list-style-type: none">• Promotes multi- and inter-disciplinarity