

Academic Career Pathway - Professional Practice

1. Introduction

The University gave an undertaking to develop a Professional Practice pillar to the Academic Career Pathway.

The aim of the pillar is to ensure colleagues from a professional practice background receive equal recognition for their professional expertise and impact in wider society, on an equivalence basis with traditional academic subjects where research and enterprise pillars are already well established.

Growth in vocational and professional programmes are central to the University's growth strategy and the University will need to identify talented individuals from outside academia and with industry relevant experience. Once employed we then need to provide these individuals with meaningful career progression to retain them in a challenging employment market. The Professional Practice pillar will recognise the skill, value and contribution of these staff groups, mapping a career path from Senior Lecturer to Professor. The industry knowledge and expertise will weave through our programmes, delivering the industry ready graduates we are renown for.

This principle of Professional Practice is well established in the sector and the proposal brings St Mary's into alignment with other Institutions where subject areas such as architecture and nursing already necessitated the development of such frameworks.

Full details of the [Academic Career Pathway](#) and [Academic Promotion Procedure](#) are available via the University website. Whilst it is recommended that all academic references are from existing Professors, individuals of equivalent standing within the relevant field of practice will be considered.

The Professional Practice pillar will be piloted in the 2022/23 Academic Promotion round.

2. Professional Practice Criteria

Senior Lecturer

- Track record of high-quality relevant outcomes and/or outputs which are recognised nationally within the sector (for example; consultancy, publications, creative works, performances)
- Undertaking community engagement activities in the UK and/or overseas
- To make a significant contribution to professionally recognised texts, training programmes or equivalent artefacts (whether policy based, pedagogical, research, or other work aimed at a professional audience)
- Contribute to developing CPD or other professional and executive educational programmes for the mutual benefit of the University and partners
- Be able to evidence recognition or external esteem as an expert in a field of professional practice, or (where it is applicable) membership of any relevant professional body.

Associate Professor

- A substantial track record of high-quality relevant outcomes and/or outputs which impact within the sector at national or international level (for example; consultancy, publications, creative works, performances)
- To make substantial contributions and content to professionally recognised texts, training programmes or equivalent artefacts (whether policy based, pedagogical, research, or other work aimed at a professional audience)
- Evidence of contributing to strategic development in a professional setting to benefit key stakeholders.
- Manage or advice at a national level on the development of professional practice to improve translation of knowledge into application
- To have a leading role in developing CPD or other professional and executive education programmes for the mutual benefit of the University and partners
- Be able to evidence recognition or external esteem as an expert in a field of professional practice, or (where it is applicable) hold advisory status of any relevant professional body.
- Demonstrable influence on the national debate in the relevant field
- To evidence a substantial contribution in the engagement with employers to collaborate in the advancement of professional practice services for mutual benefit

Professor

- A substantial track record of high-quality relevant outcomes and/or outputs which impact within the sector at national and/or international level (for example; consultancy, publications, creative works, performances)
- Demonstrate an externally-recognised track record of sustained outstanding professional practice competence at a national or international level
- To lead in the development of professionally recognised texts, training programmes or equivalent artefacts (whether policy based, pedagogical, research, or other work aimed at a professional audience)
- Direct or provide high quality strategic advice at a national or international level on the development of professional practice to improve translation of knowledge into application

- Achieved highest fellowship (or the equivalent) status of the relevant professional body, where applicable
- Leadership of/chair national education/training committee or other relevant committee of professional body
- Direct the national debate, or contribute to the international debate in the relevant field
- Lead in the development and delivery of a sustained profile of CPD courses, create new enterprises, attract new clients / repeat business for the mutual benefit of the University and partners
- A sustained track record of being consulted as a professional practice expert on policy matters to influence service
- To lead in the engagement with employers to collaborate in the advancement of professional practice services for mutual benefit

Ratified by Academic Board – November 2022