



## ZONE CRITERIA

As a **Professor** at the University of Leeds, you will demonstrate academic contribution and leadership which in turn brings contribution to the University, the scale and impact of which will increase with the zones. The professorial zone criteria outline the level required for each zone.

You will demonstrate and promote the University's values and standards in all activity and carry out the full range of duties in line with University policies and procedures and local Faculty/School benchmarks, upholding high professional standards, developing more junior colleagues and leading by example.

You will have a continuing trajectory for contribution and achievement at the level of your zone<sup>1</sup>.

As a **Zone 1 Professor**, you will demonstrate extensive academic expertise, an established international reputation within the relevant field/discipline and impact through a sustained and externally recognised contribution to leadership of academic activities in the field and to institutional strategy.

You will demonstrate this by meeting the grade 10 academic promotions criteria available at [http://hr.leeds.ac.uk/promotion\\_criteria](http://hr.leeds.ac.uk/promotion_criteria).

*Specific criteria and indicative examples of activity are provided in the grade 10 promotion criteria.*

As a **Zone 2 Professor**, you will demonstrate a high level international reputation and leadership of academic activities through your contributions shaping the academic field/discipline.

You will enhance the reputation of the University, have a sustained record of outstanding output and demonstrable high level impact, making a lasting and significant mark within the field/discipline which in turn makes a significant and influential contribution to the achievement of University strategic goals (or external organisation as appropriate).

As a **Zone 3 Professor**, you will demonstrate that you are an acknowledged world leader of academic activities in your field of study and are widely recognised internationally as making a lasting and influential contribution in this field. Your own international reputation will in turn enhance the reputation and profile of the University and you will make a significant and sustained contribution to leadership of academic activities within the field.

Your world leading reputation and contribution to the leadership of academic activities in the field will translate to a major and influential contribution to the University's strategic aims (or external organisation as appropriate).

It is expected that only a small number of Professors, who bring great prestige and make a major contribution to the University through their sustained record of academic achievement and leadership of academic activity at the highest international level, will reach zone 3.

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<sup>1</sup> Any plans that may affect the ability to evidence a continuing trajectory (for example a plan to retire) should be discussed with the Faculty Dean or Head of School prior to submitting evidence so this can be taken into account.