Personal Chairs Committee: Guidelines

Alan Bundy

December 2, 1997

This document is based on my experience as a member of the Faculty Personal Chairs Committee. I have extracted the grounds on which I perceive promotion decisions are made. There seem to be five major questions to be asked about the candidate's research record. For each of these questions I have indicated some of the sources for answering them.

- *Has the candidate made a significant contribution to knowledge?*

  Identify specific discoveries, inventions, techniques, analyses, seminal papers, *etc.* Look in the candidate's research statement, the referee's letters and the HoD's covering letter.

- *Has the candidate got an international reputation?*

  Look in the referee's letters and for other evidence, *e.g.* non-UK referees from prestigious institutions; non-UK collaborators; invited lectures at major international conferences and institutions; external examination of PhDs; consultancy work; fellowships and awards; editorial and conference chairing positions; refereeing of papers, grants and promotion; 'head-hunted' for chairs elsewhere. Is the candidate identified as a "world leader" or "authority" in some specific area?

- *Is the candidate's research of a high quality and quantity?*

  Look at the number of publications, the type of publication (*e.g.* journals and books preferred to conference papers and book chapters) the quality of the journals, whether candidate is sole or main author, the length of papers. Note that some of these factors are dependent on the research area.

- *Is the candidate currently producing high quality research?*

  Especially note whether the quality and quantity has been maintained since the last promotion, *e.g.* to reader. Has a sufficient period elapsed since the last promotion for a judgement to be made?

- *Does the candidate have leadership qualities?*

  Does the candidate manage a research group of significant size? Has s/he attracted a significant amount of grant money? Has s/he supervised a number of PhD students? Has s/he contributed to the leadership of the field, *e.g.* via conference organising, journal/book editing, grant committees, *etc*? Does the candidate's work inspire others? Has the candidate promoted their field through teaching, administrative, clinical, technology transfer or other work?