

Professorial Reprofiting

2025/2026

1. Why are we conducting this exercise now?

The purpose of this exercise is to ensure that current professorial profiles accurately reflect the contributions and achievements of senior academic colleagues (Professors) and that these remain aligned with the University's expected performance standards and reward positioning as well as our stated equality values.

We are committed to transparency and fairness with respect to reward arrangements and progression opportunities. This exercise will help to:

- (i) Ensure pay and reward reflects current performance, responsibilities and strategic impact.
- (ii) Supports equal treatment across Professorial roles and reduces the risk of disparity.
- (iii) Aligns individual reward with the University's values and strategic drivers

2. Who is included in this exercise?

Professorial colleagues who have not had their zone profile reviewed since AY 2019 - 2020.

3. Will the need to have my Professorial Profile Reassessed become a regular activity?

Yes, it is likely that we will periodically ask colleagues to participate in a review of their professorial profile where such has not been reviewed for some time. Although the frequency of the exercise is still to be agreed, it is likely to be about once every five years.

4. What will reprofiting involve?

The exercise will follow our standard Professorial Zoning process where colleagues will be required to complete a Professorial Zoning form via the online portal. To support you in completing the form, Professorial zone descriptors outlining the criteria for each of the seven domains can be found on the [People and OD webpages](#). Additionally, we will be delivering a series of training sessions early in the new year to help and assist colleagues to understand the process to be followed and to provide support in enabling you to complete the relevant documentation. These sessions will focus upon assisting you in outlining the key attributes and highlights of your profile consistent with the criteria to ensure your portfolio is presented in a way that optimises your academic attributes and track record of experience, based on tried and tested best-practice, in completion of the professorial zoning documentation. We will send invites to these sessions shortly and would encourage everyone to attend.

5. Do I need to apply for a Higher Zone?

No, you should craft your submission to optimise your attributes and track record of achievements against the criteria, thereafter the panel will establish your profile.

6. How will fairness and equality be ensured?

Equity and fairness will be maintained by applying the published criteria consistently in accordance the University's professorial zoning process. To ensure decisions are informed and balanced, the panel will be constituted in accordance with [Section 7 of the Professorial Zone Movement Policy](#). The panel composition includes College level expertise, as well as expertise from the Thematic Vice-Principals and People and Organisational Development representatives.

7. How are additional circumstances such as long-term absence being taken into account during the assessment?

The panel will take into account those circumstances which are clearly outlined in the form and give due consideration to the resultant impact of those factors relative to the overall profile and associated outputs. It should be noted that the panel may adjust volume indicators in response to personal circumstances, but the quality indicators cannot be adjusted. Further details can be found in [Section 3 of the Professorial Zone Movement Policy](#).

8. Who will assess the submissions?

Panel membership will follow our standard Professorial Zone Movement approach. The panel will be constituted in accordance with [Section 7 of the Professorial Zone Movement Policy](#). The panel composition includes College level expertise, as well as expertise from the Thematic Vice-Principals and People and Organisational Development representatives.

9. When will I receive the outcome of the reprofiling exercise?

We anticipate being able to share the outcomes in June 2026.

10. What are the potential outcomes?

Broadly there are three potential outcomes (outlined below). Our priority is to ensure consistency and equity of approach while acknowledging that individual circumstances may dictate a nuanced approach:

- (i) If your Profile **Matches** your current zone:

In these circumstances, you will receive details of your up-to-date profile with all other terms and conditions remaining the same. We would also encourage you to engage with your Head of School or VP/Head of College to gain specific feedback from the process to assist you in your future goals and aspirations aligned with the University's goals and ambitions.

- (ii) If your Profile **Matches Above** current zone.

In these circumstances, you will receive details of your up-to-date profile, and your salary will be amended to reflect your new zone, effective from 1 August 2026. Typically, your salary will be amended to the bottom of the next zone.

- (iii) Profile **Matches Below** current zone. The updated profile does not align with the existing zone criteria.

Senior College leadership will provide you with detailed feedback on the exercise, to assist you in future action planning and enable access to appropriate support and development with a view to aligning your performance with your current zone. Typically, your salary will be maintained for a period of up to two-years at which point your progress towards the required level of performance will be reviewed. Implications for any potential variations in pay beyond this will be dependent on progress made and individual circumstances.

11. Am I having to reapply for my own job?

You are not being asked to reapply for your job. This exercise is an opportunity for the University to obtain an updated zoning profile for those in scope and, in so doing, to calibrate the level of performance within the existing role.

12. I don't know my current professorial zone or zone profile, how can I find these details?

You can request the information by contacting the [People & OD Helpdesk](#). To ensure questions reach the correct team, please select the category 'Professorial Zone Movement' when asked what your enquiry is about.

This information will also be available in the Professorial Zoning portal when it opens on 9 January 2026.

13. I no longer have my previous zoning submission; can I access it?

Yes, if we hold a previous submission for you this will be available on the Professorial Zoning Portal.

14. What are the various deadlines and key dates?

Phase	Timeframe
Opening of On-line Portal	9 th January 2026
Application Deadline (including Head of School statement)	9 th March 2026
Professorial Zoning Panels Meetings	By Mid-May 2026
Notification of Individual Outcomes	By 30 th June 2026
Implementation of Outcomes	By 1 st August 2026

15. Will I no longer be a Professor if, after the specified period, I don't meet the Zone 1 expectations?

You will not lose your Professorial status in these circumstances but the University will expect you to demonstrate progress towards and ultimately achieve professorial level performance in a reasonable timeframe depending on your individual circumstances.