

## SCHOOL PROFESSORS SCHEME

### 1. PURPOSE OF THE SCHEME

- 1.1 The purpose of the Scheme is to provide the capacity to attract to the School or retain scholars of *outstanding international distinction* in their field of study who will make a contribution to the broader intellectual and research agenda of the School beyond their Department and discipline and who will therefore initiate and develop interdisciplinary research, teaching and other appropriate activities of benefit to the School community as a whole.

### 2. CRITERIA FOR APPOINTMENT AS A SCHOOL PROFESSOR

- 2.1 Candidates for appointment as School Professors will be scholars of world stature in relevant subjects; have a substantial body of outstanding publications; have demonstrated a high level of originality in scholarship; and have shown an ability to forge significant links with other disciplines.

### 3. SELECTION PROCEDURE

- 3.1 The Director may nominate eligible individuals to be considered for a School Professorship.  
Suggestions to the Director can come from Heads of Department and from members of the Appointments Committee. The School values diversity and particularly welcomes nominations of candidates from under-represented groups in terms of gender or ethnicity or of candidates who would otherwise promote diversity among School Professors.
- 3.2 Nominations will be considered by a Standing Special Sub-Committee of the Appointments Committee comprising the Director (Chair), the Pro-Director (Faculty Development) who will chair in case the Director does not attend, the Vice-Chair of the Appointments Committee (VCAC), the Vice-Chair of the Academic Board (VCAB) and two members of the Appointments Committee, one of whom should, normally, be an existing School Professor, who will initially serve for a period of three years. The HR Manager will act as secretary to the Special Sub-Committee.
- 3.3 The Special Sub-Committee will normally be required to convene to consider the nomination for appointment or retention. In exceptional circumstances and with the approval of the VCAC, the Special Sub-Committee can make decisions via electronic circulation.
- 3.4 In a retention case as a result of an offer from another institution, evidence in the form of an offer letter from a comparator academic institution will be considered by the Director and information will be given to the Special Sub-Committee. An offer from another institution is not a precondition for a retention case.
- 3.5 Where deemed appropriate by the Special Sub-Committee the views of any other member(s) of the professoriate may be sought.
- 3.6 The Special Sub-Committee must have a quorum of the following: the Director or the Provost and Deputy Director plus three members of the Special Sub-Committee.
- 3.7 In recruitment cases, four references are solicited, two from referees selected

by the candidate and two from external advisers, chosen by the VCAC.

- 3.8 Before an appointment is made, the Special Sub-Committee must be satisfied that the School Professor can be located in an academic Department at the end of his/her term.
- 3.9 In accordance with normal School procedures, appointments will not be offered until a "fund check" has been confirmed by LSE Finance.

#### **4. PERIOD OF APPOINTMENT**

- 4.1 The Special Sub-Committee shall have the discretion to recommend the duration of a period of appointment of a School Professor. The period of appointment as a School Professor shall normally be three to five years.
- 4.2 School Professors may be offered full-time appointments subject to the terms and conditions of appointment applying to professorial staff of the School. At the end of a period of appointment as a School Professor, the individual concerned will normally move to a regular professorial appointment, attached to a Department of the School but will have the right to retain the School Professorship title.
- 4.3 For the period of their appointment, School Professors may be affiliated to one or more Departments, Research Centres or Institutes, following negotiations with the Director. The departmental affiliation of the School Professors at the end of the appointment will be decided by the Director in agreement with the individual concerned and with interested Departments, giving due recognition to the needs of the School.

#### **5. DUTIES OF SCHOOL PROFESSORS**

- 5.1 School Professors will have direct responsibility to the Director of the School for initiating and developing interdisciplinary research, teaching and other appropriate activities in order to strengthen the intellectual life of the School community as a whole. They may be exempted from departmental duties and responsibilities upon the discretion of the Director and, for retention cases, in consultation with the Head of the Department.
- 5.2 School Professors will normally be expected to contribute to the School's teaching and public engagement, with arrangements to be decided in negotiation between the Director and the Head(s) of the Departments/Institute Directors concerned.

*Enquiries to **Sofia Avgerinou**, Human Resources Division.*

**(Approved by Appointments Committee 8 June 2016)**