

Royal College of Music

Criteria relating to the appointment of individuals to a Personal Chair

Introduction

The Royal College of Music has established criteria for the appointment of individuals to *Personal Chairs*. These criteria and the application process are set out below.

General criteria

The principal criterion for appointment to a Personal Chair will normally be distinguished achievement in the area of *research and innovation, including practice-based projects*. The holder of a Personal Chair is normally expected to be active as a researcher at a level rated as predominantly international by the RAE and to have made an outstanding contribution by text- and/or practice-based research to the furtherance of knowledge or its application, creativity or artistic insight.

Further general criteria that will be taken into account when considering the appointment of a Personal Chair are:

- an outstanding record and reputation in the field of *pedagogy*, including teaching, contribution to the development of the subject and innovation in programme development;
- outstanding qualities of *leadership* across the curriculum which have furthered the strategic aims of the Royal College of Music and the wider musical and educational community;
- outstanding achievement and peer *recognition* in the candidate's *profession*

Method of application

Applications should be made to the Director. They should carry the endorsement of a member of the College's staff of appropriate academic standing for such an application who has close knowledge of the candidate's work and achievements. The candidate will be asked to supply the names of two referees as part of their application and the panel will commission at least two additional references.

The Director, taking advice as appropriate, will organise and Chair an appointment panel. The panel will include at least two external members and at least one internal member (not including the Chair) of academic standing in areas relevant to the specialisms covered by the application. The panel will appraise the application and interview the candidate.

Content of the application statement

Applicants should demonstrate evidence of achievement under as many of the following headings as are relevant to their application:

Research and innovation

- International standing, whether as a researcher, composer, performer, teacher or combination of these, with a record of innovation and influence among the academic and/or professional music communities.

- A substantial record in carrying out and publishing/broadcasting/recording high quality research, composition and/or performance.
- A commitment to sharing their expertise within the RCM, which may involve mentoring or collaborative activities. These activities may include assisting colleagues at the RCM to develop their research, scholarly and educational work and/or artistic profiles through such means as joint publication and the leadership and collaborative development of research, scholarly and educational projects, recordings, commissioned works, performances, etc.
- A substantial record of success in securing research or other grants from such bodies as the research councils, arts councils, European Union, charitable and scientific foundations, commercial enterprises, government and other sponsors.

Pedagogy

- A substantial record of teaching undergraduate and postgraduate students to the highest professional standards. Supervising postgraduate and doctoral dissertations, theses and research.
- A major contribution to the improvement of learning and teaching at the RCM which may include recognized excellence in teaching or in the development of programmes, elements within programmes, faculty curricula, etc.

Leadership

- The ability to exercise sustained academic leadership and make a significant contribution to the fulfilment of the RCM's mission and goals.
- A demonstrable record of playing a full role in the academic and musical life of the RCM and in the enhancement of its public reputation as a centre of high quality music education, research and scholarship.
- A record of effective co-operation with other academic and/or professional colleagues both within the RCM, nationally and internationally.

Professional recognition

- Highly effective representation of the RCM and/or conservatoires or higher education more broadly on regional and/or national and/or international bodies.
- A substantial record of service on national and/or international professional committees, juries, etc.
- A substantial record of consultancy and/or advice for government and/or the music profession.

Following successful appointment

For successful candidates, a selection of these criteria will also form the basis of the agreed description of activities to be undertaken as holder of a Personal Chair. Once appointed, Personal Chairs will be expected to continue to contribute to the fulfilment of the College's mission and goals.