

## **Enhancing Research, Scholarship and the Qualification Base of Academic Staff**

1. All academic staff are expected to maintain their scholarship and research both as a professional expectation and a contractual requirement. Staff demonstrate academic credibility to peers and students through their qualifications and their active engagement with scholarship and research. The two are not mutually exclusive.
2. The University Strategy requires all academic staff to be qualified to doctoral level or to pursue a programme of activity securing doctoral qualification.
3. As part of the appraisal process each member of academic staff will have clear quantifiable targets relating to their research and qualification requirements (where applicable). The appraisal targets should set milestones to monitor achievement and provide for regular review of progress against the work being undertaken.
4. Where there is evidence of recruitment difficulties and the requirement for specific qualifications would restrict the potential pool of applicants it may be possible to reduce the qualification requirement on entry, although the requirement to secure the qualification in a reasonable timeframe would still apply. Those seeking an exemption should include the request alongside post monitoring information and will need to provide evidence of recruitment difficulties.

School	Subject area	<b><u>Minimum</u></b> <b>qualification for</b> <b>staff on entry to</b> <b>academic posts</b>	<b>Essential Requirements for</b> <b>Appointment</b>
Applied Sciences	Chemical and Biological Sciences	Doctorate	Doctoral Qualification (or nearing completion) Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Pharmacy	MSc	Master degree (or equivalent) <i>(Where MPharm not available UG degree of 2:1 or above accepted)</i> . Requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Optometry	Doctorate	Doctoral qualification (Desirable for Lecturer) First Degree in relevant subject Teaching Qualification/Fellowship of HEA or requirement to obtain membership within 12 months of appointment
Arts and Humanities	Art	MA/MSc	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment

	Design	MA/MSc	<p>Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment</p> <p>Membership of (NAMED) Relevant Professional Body</p> <p>Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment</p>
	Architecture	<p>MA/MSc</p> <p>Professional qualification</p>	<p>Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment</p> <p>Membership of (NAMED) Relevant Professional Body</p> <p>Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment</p>

	Drama	MA/MSc	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	English	Doctorate	Doctoral Qualification (or nearing completion) Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	History	Doctorate	Doctoral Qualification (or nearing completion) Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Media	MA/MSc	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Music	Doctorate	Doctoral Qualification (or nearing completion) Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment

Business, Education and Law	Accountancy	MA/MSc  Professional qualification	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Business	MA/MSc	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Law	MA/LLM  Professional qualification (for LPC)	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Strategy and Marketing	MA/MSc	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Logistics	MA/MSc	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment

	Hospitality	MA/MSc	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Secondary/Primary Initial Teacher Training	QTS MA/MSc OR teacher with significant experience and ability to successfully complete doctoral programme study	Master Degree (or equivalent) and requirement to undertake a programme of study within 12 months of appointment leading to doctoral qualification Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	PCET Initial Teacher Training	QTLS MA/MSc	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Community and Youth Work	MA/MSc (+professional qualification) OR Professionally qualified graduate with ability to successfully complete doctoral programme within allocated timescale	Master Degree (or equivalent) and requirement to undertake a programme of study within 12 months of appointment leading to doctoral qualification Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Religion and Education Childhood Studies Education Studies Educational Administration	MA/MSc	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment

Computing and Engineering	Computer Games	MA/MSc <b>OR</b> Professionally qualified graduate with significant industrial/commercial experience and ability to successfully complete doctoral programme	Master Degree (or equivalent experience in field) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Informatics	Doctorate	Doctoral Qualification (or nearing completion) Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Engineering	Doctorate	Doctoral Qualification (or nearing completion) Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
Human and Health	Counselling	MA/MSc	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Criminology	Doctorate	Doctoral Qualification (or nearing completion) Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment

	Criminal Justice	MA/MSc	<p>Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment</p> <p>Membership of (NAMED) Relevant Professional Body</p> <p>Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment</p>
	HCPC (SaLT & OT only)	<p>MA/MSc</p> <p>Professional registration</p>	<p>Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment. Please note candidates who are professionally qualified and have commenced Masters-level qualification(s), such that they can complete a level-7 qualification in their first year of employment and move directly on to Doctoral study will also be considered</p> <p>Membership of (Named) Relevant Professional Body</p> <p>Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment</p>
	HCPC (ODP & Paramedic Practice only)	Professional registration	<p>Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment. Please note candidates who are professionally qualified and ready to undertake Masters credit in their first year of employment (e.g. PG Cert HPE), to then move directly on to Doctoral study without needing to complete a full Master Degree will also be considered</p> <p>Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment</p> <p>Membership of (Named) Relevant Professional Body</p>



	HCPC (Dental Hygiene only)	MA/MSc  Professional registration	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment. Please note candidates who are professionally qualified and have commenced Masters-level qualification(s), such that they can complete a level-7 qualification in their first year of employment and move directly on to Doctoral study will also be considered Membership of (Named) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	HCPC – all others	MA/MSc  Professional registration	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Nursing/Midwifery	MA/MSc  Professional registration	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (Named) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Psychology	Doctorate	Doctoral Qualification (or nearing completion) Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment

	Social Work	MA/MSc  Professional registration	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Sociology	Doctorate	Doctoral Qualification (or nearing completion) Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment
	Sports	MA/MSc	Master Degree (or equivalent) and requirement to register for doctoral study within 12 months of appointment Membership of (NAMED) Relevant Professional Body Teaching Qualification/Member of HEA or requirement to obtain membership within 12 months of appointment