

THE PROFESSORSHIP OF EXPERIMENTAL PSYCHOLOGY

Department of Psychology

1 The Professorship

Background

The Department of Experimental Psychology (now Psychology) has had a long-established history of research into human perception and learning, including hearing and vision research. This is a new, single tenure Professorship to replace Professor BCJ Moore FRS FMedSci, who retires in October 2013.

Selection Criteria

Candidates will be considered for the Professorship on the basis of the following selection criteria, which they are asked to address in their application;

- An outstanding research record of international stature in Experimental Psychology, with preference given to the fields of auditory perception and psychophysics
- Applicants with interests in the fields of visual perception and human learning will also be considered
- Links to research in these areas to biological bases, including neuroscience are also encouraged
- The vision, leadership, experience and enthusiasm to build on current strengths in maintaining and developing a leading research presence in one of these areas.
- An established record in attracting research grant support.
- The ability to participate in academic and strategic planning in Experimental Psychology in the University and in the U.K more generally.
- The ability to manage and interact with staff and students at all levels and to play a part in teaching of undergraduate and graduate students, and mentorship of post-doctoral fellows.

2 The Department of Psychology

The Department of Psychology at Cambridge consists of the newly-merged former Departments of Experimental Psychology and Social and Developmental Psychology (from August 1st 2012) and is part of the School of the Biological Sciences. The Department received the highest ratings in the RAE2008 and in the Teaching Quality exercises. Undergraduates study Psychology via one of three main routes: (i) in the second and third years of the Natural Sciences Tripos (ii) as part of the new Psychological and Behavioural Sciences Tripos, beginning in October, 2013 (iii) in the Medical and Veterinary Sciences Tripos. At the post-graduate level, the Department offers an M.Phil course in Social and Developmental Psychology, as well as PhD courses on all aspects of the subject (approximately 100 PhD students).

Facilities for research in human perception are excellent.

The hearing laboratory includes the following:

- 1) Four double-walled sound-attenuating chambers, complete with sound-proofed ventilation systems and cabling.
- 2) Three dual-channel spectrum analysers for checking and calibration of signals.
- 3) Specialised equipment for the evaluation of hearing, including audiometers, middle-ear analysers, and devices for measuring oto-acoustic emissions.
- 4) An acoustically realistic dummy head and torso, complete with ear simulators, high-quality microphones and pre-amplifiers.

The vision laboratory is similarly well endowed with specialised equipment for measuring colour and motion perception and includes the following:

- 1) High-quality displays and graphics controllers for presentation of stimuli.
- 2) A large stock of light sources, optics, optical mounts, monochromators, and stepping-motor controllers.
- 3) Instruments for calibration of luminance and chromaticity, as well as colour reference standards.
- 4) A battery of clinical tests for assessing colour vision, spatial resolution, stereopsis and macular pigmentation.

There are adequate facilities for human testing and access to cognitive neuroscience facilities, including a 3T magnet (at the MRC Cognition and Brain Sciences Unit) and human electrophysiological and psychophysiological measurement, including magnetoencephalography.

Further information on the Department is available at the following web address:
www.psychol.cam.ac.uk/

3 Standard Duties

Research

The Professor will be required to undertake original work and to supervise research in their area, as well as that of undergraduate and graduate students.

Teaching

The Professor will be required to undertake such teaching as required by the Faculty Board or Head of Department. This would normally include a course for final year undergraduates and some teaching in Years 1 and 2, as well as supervision of practical classes and undergraduate research projects and dissertations. The Professor would also be expected to contribute to graduate teaching.

Examining

The Professor will be required to undertake such University examining as may be required by the Faculty Board or their Head of Department.

Supervision

The Professor will be required to act as the supervisor of graduate students as and when requested.

Administration

Administrative duties are shared equitably among the teaching members of the Department. The Professors are expected to play significant roles from time to time on the Faculty Board and Faculty and Departmental Committees dealing with such matters as academic and other appointments, admission of graduate students, research and teaching assessments, the libraries and computing arrangements. They are also encouraged to accept appointment to University Committees.

4 The Colleges

The University, the Faculties and Departments, and the Colleges are linked in a complicated historical relationship that is mutually beneficial but not simple. Students (both graduate and undergraduate) are admitted by one of the 31 colleges, although in the case of graduate students the Faculties and Departments determine admissions before the Colleges are involved. Almost all undergraduates, and many graduate students, live in a College. The teaching of undergraduate students is shared between the Colleges and the Faculties and Departments, with the Colleges arranging small group teaching ("supervision") and the Departments providing lecturing, laboratory classes, and advanced supervisions. Most academic staff will also be invited to join a College as a teaching or professorial fellow. College teaching is remunerated separately from the University teaching, and appointment to a College is a separate matter from a University appointment. Membership of a College adds an important social and intellectual dimension for many of the academic staff. The Head of Department can give more advice.

5 Procedure for Appointment

The appointment will be made by a Board of Electors, chaired by the Vice-Chancellor or his Deputy, with a membership which includes members of the Department, members of cognate Departments and external experts.

All applications will be acknowledged. The Board of Electors will decide how they wish to proceed towards making an election, which may include interviews and/or presentations. Short-listed candidates may be invited to visit the Department to give a seminar on their work and meet prospective colleagues in the course of the process.

Candidates will be informed of the progress of their applications as agreed by the Electors.

It is anticipated that the successful candidate will take up the appointment on 1 September 2013 or as soon as possible thereafter.

6 Enquiries and Applications

Informal enquiries about this Professorship may be directed to Professor Trevor Robbins, Head of the Department of Psychology, telephone +44 (0)1223 333 550 or email twr2@cam.ac.uk.

Further information on the University is available at the following web address:
www.cam.ac.uk.

Applications, consisting of a letter of application together with a statement of current and future research plans, a curriculum vitae and a publications list, accompanied by form CHRIS/6 (parts 1 and 3 only, with details of three referees, should be sent to the Academic Secretary, University Offices, The Old Schools, Cambridge, CB2 1TT (email ibise@admin.cam.ac.uk), so as to arrive not later than 1 March 2013.

GENERAL INFORMATION

All appointments to University Offices are subject to the Statutes and Ordinances of the University.

A Salary

The base annual salary for a Professor is £65,435. In addition there are four Contribution Bands, each made up of six steps, taking the maximum professorial salary at the top of Band 4 to £132,860. Salary on appointment will be determined by the Vice-Chancellor. Professorial salaries are reviewed periodically on the basis of research, teaching and general contribution, by the Vice-Chancellor with the assistance of a small Advisory Committee.

There is a normal sabbatical entitlement of one term in seven on full pay, subject to the University regulations.

B Headship of the Department

Should a Professor be appointed to the Headship of a Department, a pensionable payment in addition to salary is made.

C Recruitment Incentive

The University has a scheme whereby a single recruitment incentive payment may be made on appointment at the Vice-Chancellor's discretion.

D Removal Expenses

If the person appointed is not resident in Cambridge, a contribution from University funds towards expenditure incurred in removal to Cambridge to take up a University office will be made.

E Consultancy Work

The University's policy on consultancy work is that consultancy arrangements must be entered into privately between the employee and the organisation concerned. The consultancy work must not interfere with the duties required of the officer under the officer's contract of employment with the University. Consultancy work is not covered by the University's insurances, even when the University has knowledge that such work is being done. The University must not be regarded as being directly or indirectly involved in any consultancy arrangement through the use of University letterheads, advice given or work done in the individual's capacity as an employee of the University. Individuals undertaking private or consultancy work are advised to take out personal insurance.

Alternatively, professional indemnity cover may be obtained by channelling private work through the University company Cambridge Enterprise Ltd. Anyone wishing to do so should, in the first instance, contact Cambridge Enterprise at www.enterprise.cam.ac.uk.

F Professorial Fellowships

The great majority of Professors at Cambridge hold a professorial fellowship of a College. Although election to a fellowship is a matter for an individual College, the University takes active steps to draw to the attention of Heads of House the names of those Professors eligible for election.

In seeking the views of referees, their permission will be sought for the release of their comments on the successful candidate if it were to be requested by the professorial fellowship electors of a College.

G Health screening on appointment to University Office and in the case of University Officers undertaking a change of duties

Offers of appointment made to prospective University officers whose work will fall within certain categories are conditional on the completion of a medical questionnaire and, if necessary, on a satisfactory health check by the Occupational Health Service.

Only the person elected will be asked to complete the questionnaire at the time of election.

H Family friendly policies and benefits

The University has a range of family friendly policies to aid employee's work-life balance including maternity, paternity and parental leave, flexible working and career break schemes. In addition, childcare vouchers, access to two nurseries and a holiday play scheme are available through the Childcare Office to help support University employees with childcare responsibilities. Further information can be found at:

<http://www.admin.cam.ac.uk/offices/hr/staff/benefits/family.html>

I Eligibility to work and reside in the UK

UK immigration procedures stipulate that an employer may not consider the appointment of any person unless they have seen evidence of their immigration status. Accordingly, shortlisted candidates, whatever their nationality, will be asked to provide such evidence at an appropriate stage in the recruitment procedure.

J Equal Opportunities Information

The University of Cambridge appoints solely on merit. No applicant for an appointment in the University, or member of staff once appointed, will be treated less favourably than another on the grounds of sex (including gender reassignment), marital or parental status, race, ethnic or national origin, colour, disability (including HIV status), sexual orientation, religion, age or socio-economic factors.

K Information if you have a Disability

The University welcomes applications from individuals with disabilities. Our recruitment and selection procedures follow best practice and comply with disability legislation.

The University is committed to ensuring that applicants with disabilities receive fair treatment throughout the recruitment process. Adjustments will be made, wherever reasonable to do so, to enable applicants to compete to the best of their ability and, if successful, to assist them during their employment. We encourage applicants to declare their disabilities in order that any special arrangements, particularly for the selection process, can be accommodated. Applicants or employees can declare a disability at any time.

Applicants wishing to discuss with or inform the University of any special arrangements connected with their disability can, at any point in the recruitment process, contact, Deborah Jones, who is responsible for the administration of the recruitment process for this position, by email on deborah.jones@admin.cam.ac.uk