

Policy Name: Academic Career Pathways Policy		P No: P1516-122
Policy Owner: D G Williams		
Issue/Last Review Date:	August 2015	Next Review Date: August 2016
Relevant Legislation / Relevant external guidance if applicable:		
Documents being replaced (<i>quote P or L No.</i>): Academic Career Pathways Implementation Guidelines (Oct 2012)		
<p>Policy Statement</p> <p>To deliver its top 20 ambition the University needs a workforce with the differentiated skills necessary to ensure that it can deliver excellence in research, teaching, learning, and the wider student experience, and to be a powerhouse for the regional economy and internationally.</p> <p>The Academic Career Pathways (ACP) scheme has been designed to ensure that academic strengths whether in research, teaching, the wider student experience, leadership or innovation and engagement, are all appropriately recognised, developed, valued, and rewarded. The ACP criteria have been carefully reviewed to ensure that they are transparent and fair.</p> <p>The ACP criteria are intended to provide an indication of the thresholds expected at each grade of the academic scale. These thresholds or 'indicative performance levels' will be used to inform the decisions of academic interview panels and promotions committees. They should assist members of staff considering an application for promotion and external applicants applying for academic positions within the University. Given the range of academic activity the indicative performance levels cannot be definitive but will act as a guide.</p> <p>Academic staff may move between enhanced ACP strands at appropriate stages in their careers. This may be instigated by the member of staff or their line manager; during the PDR process or as part of a promotion application. The final decision on a request to move career strands rests with the Head of College. The decision will be informed by College priorities, existing work force demands and workload models and should form part of the Business Planning process. Should it be agreed by the Head of College that a member of staff will change their ACP strand, changes to job descriptions and workload will be confirmed accordingly.</p>		
<u>Definitions of HR terms used in this policy:</u>		
Supporting Procedures/Guidance Documents/Codes of Practice with P Nos. and hyperlinks: Academic Careers Pathways Procedure		