

# UCL Academic Career framework

+ Sam Smidt

Sasha Roseneil

<https://www.ucl.ac.uk/human-resources/sites/human-resources/files/ucl-130418.pdf>

- + Introduced in July 2018
- + Promotions for those with a significant teaching element have gone up noticeably
- + Promotions of women have gone up
- + Professors (teaching)
  - + 2018            4
  - + 2019            6
  - + 2020            10

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<b>Research</b>	<b>5</b>
Grade 7	6
Grade 8	7
Grade 9	8
Grade 10	10

<b>Education</b>	<b>12</b>
Grade 7	13
Grade 8	14
Grade 9	15
Grade 10	17

<b>Enterprise &amp; External Engagement</b>	<b>18</b>
Grade 7	19
Grade 8	20
Grade 9	21
Grade 10	22

<b>Institutional Citizenship</b>	<b>23</b>
Grade 7	24
Grade 8	25
Grade 9	26

**Careers Framework**

The UCL Academic Careers Framework is designed to support every type of academic career path at UCL. Whether you deliver research and education in equal measure, specialise in public engagement or enterprise or focus on teaching and institutional citizenship, the framework makes sure that personal impact is measured consistently across UCL.

To help plan and support career development and recognise achievements, the UCL Academic Careers Framework is designed to be used in a number of ways by staff and managers. For instance, it can be used for:

- building a case for promotion
- assessing cases for promotion
- preparing for appraisals
- identifying skill gaps
- discussing career trajectories
- identifying development opportunities
- designing new roles and drawing up job descriptions
- succession planning
- considering cases for reward and recognition.

UCL Human Resources can advise on all the above and the UCL HR web pages set out more detailed guidance e.g. on academic promotions.

[www.ucl.ac.uk/hr](http://www.ucl.ac.uk/hr)

# Teaching Concordat 2020 – key points

- + Time for scholarship, research and professional development, to underpin research-based education (normally a minimum of 10% and a maximum of 15% of workload).
- + The normal expectation will be that core teaching and student support activities will be delivered by staff on open-ended contracts - significant reduction in fixed and short-term contracts
- + In order to promote equality of status and esteem for those on teaching contracts the following job titles will be used in future: Associate Lecturer (Teaching) G7, Lecturer (Teaching) G8, Associate Professor (Teaching) G9, and Professor (Teaching) G10.
- + To facilitate career progression and development a new 'change of track' element within the annual senior promotion process will be adopted, involving an application against the criteria for the next grade. This will allow for promotion to Associate Professor (G9) or Professor (G10) and change of track.