

## University of Glasgow

## Academic Standards Committee – Friday 6 October 2017

**Periodic Subject Review: Response to the Recommendation 9  
arising from the Review of English Literature  
held on 17 March 2016**

**Ms Catherine Omand, Senior Academic Policy Manager, Senate Office**

**Support for GTAs and Early Career Staff****Recommendation 9**

The Review Panel **recommends** that the Head of Subject and Head of School raise with the Head of College and Human Resources the issue of the profound disquiet being expressed by staff participating in the ECDP, so that consistent advice and guidance can be provided to those staff members and their mentors [Paragraph 5.3.3].

**Attention: Head of Subject & Head of School  
Information: Head of College, Director of Human Resources**

**Response – Head of Subject and Head of School:**

Perceived uncertainties remain about whether, and if so what, sanctions exist should ECR colleagues not achieve promotion within the timescale established at the beginning of the programme. A salient point, that we are bringing to the attention of the Head of College, is the following apparent mismatch. At

[www.gla.ac.uk/services/humanresources/all/pay/ecdp/policy/](http://www.gla.ac.uk/services/humanresources/all/pay/ecdp/policy/)

appears the following statement:

'Where an individual is unable to complete ECDP within the specified timescale, the ECDP Board of Review may exceptionally agree to an extension of the timescale for completion of the programme. This is likely to apply in cases where an individual has met the majority of the criteria required for promotion to Grade 9 and is likely to meet the remaining criteria in a period of less than one year.'

This statement seems implicitly to conflict with the 'preponderance' rule at

[www.gla.ac.uk/services/humanresources/all/pay/promotion/acpromotion/acadpromo/](http://www.gla.ac.uk/services/humanresources/all/pay/promotion/acpromotion/acadpromo/)

which reads as follows:

'Promotion decisions will be determined on the evidence provided by each applicant and on the extent to which they satisfy a preponderance of the criteria across the range of academic activity applicable to the grade and track.'

The Head of School has raised this apparent mismatch with Head of College and Head of College HR, as it relates to concerns about transparency, parity of procedure and staff empowerment. A clear statement from HR on the implications of non-completion would also be helpful in this context.

### ***Response: HR***

The University is committed to ensuring that all new members of early career staff pursuing the Research & Teaching track are appropriately developed and supported, and mentored to enable them to reach Senior Lecturer (Grade 9) level, within a specified timeframe. The programme was originally launched in 2013, and a full review of the programme and its' associated provisions took place during academic year 2015/16, following which it has been refreshed accordingly.

Comprehensive guidance and consistent advice is now available through the HR website [www.gla.ac.uk/services/humanresources/all/pay/ecdp/](http://www.gla.ac.uk/services/humanresources/all/pay/ecdp/)

to ECDP participants, their mentors and those line managers with responsibility for staff pursuing the ECDP programme. Further, a series of well attended induction type events have just taken place which provided the opportunity for each of these stakeholders to receive a full update on the provisions and other related information which may be applicable.

At a College level, a new College ECDP champion has been appointed. Her role has been to work with EOD colleagues and with local School champions and mentors to increase knowledge of the programme. It is felt that moving to a system of two key points in the year for agreeing objectives and development plan has simplified the process considerably. As has it's alignment with PDR in the most recent cycle.

### ***Updated response – September 2017***

The Director of Human Resources has advised that since this is a recurring theme within Periodic Subject Review the attached statement (**Appendix 1**) should be provided for Panel members to reflect the current position with regard to ECDP and also GTAs.

The Head of School had consulted with College HR who advised of the above.

**University of Glasgow**  
**Periodic Subject Review**  
**Statement on Early Career Development Programme**

The University is committed to ensuring that all new members of early career staff pursuing the Research & Teaching track are appropriately developed and supported, and mentored to enable them to reach Senior Lecturer (Grade 9) level, within a specified timeframe. The programme was originally launched in 2013, and a full review of the programme and its' associated provisions took place during Session 2015-16, following which refreshed accordingly.

Comprehensive guidance and consistent advice is now available through the HR website [www.gla.ac.uk/services/humanresources/all/pay/ecdp/](http://www.gla.ac.uk/services/humanresources/all/pay/ecdp/)

Guidance is provided to ECDP participants, their mentors and those line managers with responsibility for staff pursuing the ECDP programme. Further, a series of induction type events take place on an annual basis which provides the opportunity for all relevant stakeholders to receive a full update on the provisions and other related information which may be applicable at that time.

At a College level, a new College ECDP champion has been appointed. The role of the ECDP Champion in each College is to work with EOD colleagues and with local School champions and mentors to increase knowledge of the programme.