

University of Glasgow

Academic Standards Committee – Friday 22 November 2019

Proposal to Delegate Approval of Associate University Lecturer Status to The Glasgow School of Art

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A) Background

As outlined in the current Memorandum of Agreement (MoA) with The Glasgow School of Art (GSA), new members of GSA academic staff whose responsibilities include teaching and assessing on University of Glasgow (UoG) validated programmes are required to be recognised as Associate University Lecturers (AULs). This requirement is to ensure that GSA staff acting in this capacity have qualifications and experience that are recognised as being broadly equivalent to that required of UoG Lecturers.

At the present time, Academic Standards Committee (ASC) is responsible for approving AUL nominations made by GSA, the committee receiving relevant details of the GSA staff via the report from the annual meeting of the UoG-GSA Joint Liaison Committee (JLC).

Following discussion with GSA, it is proposed that the current process for approving AUL status is amended to reflect the maturity of the partnership with GSA and in line with other developments aimed at streamlining the administrative processes between the two institutions, eg the delegation of programme approval (validation) approved by ASC in May 2017.

B) Proposal to Delegate Approval of Associate University Lecturer (AUL) Status to the Glasgow School of Art

It is proposed that a new procedure be introduced which will involve GSA assuming responsibility for the approval of its staff as AULs. GSA will be required to ensure that new members of its academic staff who are granted AUL status meet a minimum requirement in terms of academic qualifications and experience. The minimum requirement will be that as outlined in the generic job description for the post of GSA Lecturer which is in place at the point of the member of staff's appointment. The current job description is attached below.*

The implementation of this procedure will be monitored and reviewed by the University on an on-going basis. As part of this, GSA will be required to provide a summary of the staff it approves as AULs to the Academic Standards Committee, via the report from the annual meeting of the UoG-GSA Joint Liaison Committee - or more regularly as required by ASC.

Subject to approval by ASC, the proposal will be implemented with immediate effect.

***Lecturer in (specialism)**
School of XXXX

The Glasgow School of Art

The Glasgow School of Art is one of Europe's leading higher education institutions for creative education and research. We are organised into five Schools - the School of Design, the School of Fine Art, and the Mackintosh School of Architecture, the School of Simulation and Visualisation and the Innovation School. The School has over 350 full and part-time staff and has an annual turnover in excess of £24 million. Over 84% of academic staff are research active.

Our distinctive, specialist, practice-based education in architecture, design and fine art is internationally recognised. About 25% of our 2,400 students are international and the School continues to be an institution of choice for many Scottish students, reflecting the important role the institution has within Glasgow and nationally within Scotland.

The GSA is an environment in which difference is encouraged and diversity of background and approach is valued. We share a passion and concern for visual culture and this is central to our vision to provide world-class creative education and research which make a significant economic, educational, cultural and social contribution.

The Role

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| Job Title | Lecturer |
| Location | XXXX |
| Reports to | XXXX |
| Purpose | <p>To provide a challenging and supportive learning experience for all students on programme, providing world-class teaching and contributing to the academic development of the School of XXXX within the overall context and vision of the Glasgow School of Art</p> <p>To play an important role in all aspects of quality assurance with regard to learning, teaching and assessment</p> <p>To contribute to the research and knowledge transfer profile of the Glasgow School of Art through actively engaging in and supporting its research and knowledge transfer activity</p> |

Key Accountabilities -

Academic / Educational

- As part of an academic team, design, deliver and assess the curriculum, for one or more year groups.
- Deliver lectures and/or provide studio tuition to one or more year groups

- Undertake assessment of student work, contributing to internal and external examination boards where appropriate
- Support postgraduate/undergraduate programme teams in the development and validation of programmes, pathways and courses
- Support the continued development and delivery of employability and work related learning opportunities
- Maintain a continued engagement in areas of pedagogy, practice and research within the field, maintaining and developing industrial liaisons where appropriate
- Engage actively in the School's research, research culture and associated activities
- Be actively engaged in knowledge exchange and impact activities and be aware of and able to exploit external funding opportunities
- Contribute to cross-school teaching, curriculum development and research projects, where appropriate

Operational

- Undertake administrative duties commensurate with the role
- Undertake duties associated with the pastoral care of students, including referring to support services where appropriate
- Assist in the recruitment, selection and admission of students
- Contribute to educational visits/trips, activities and exhibitions as directed by the Head of Department/Stage Leader or Head of School
- Take responsibility for your own health and safety and that of your colleagues and students in accordance with the Health and Safety at Work Act 1974 and relevant School H&S policies and procedures as directed
- Take responsibility for conducting or following appropriate risk assessments and reducing hazards (depending on area of work, activity and level of training received)

Strategic

- Contribute to development of the core programme for students in line with external research, professional developments and quality assurance/enhancement frameworks
- Contribute to the strategic planning of the department/school
- Actively promote and encourage equal opportunities and widening participation
- Contribute to the development of an innovative approach to work related learning which builds mature, confident, enterprising graduates able to apply real world experience in shaping their careers
- Contribute to the income generating activities of the department and School, actively seeking and exploiting opportunities for current and future income generation within the area of expertise

Key Challenges

- Managing developments and change in the curriculum in order to maintain and extend academic excellence
- Maintaining knowledge of developments in learning and teaching and maintaining a reflective and critical view
- Actively linking the work of the studio to external markets – locally, nationally and internationally
- Successfully balancing the diverse aspects of a Lecturer's role

Person Specification

Experience and knowledge

- Educated to degree level (or equivalent) as a minimum
- Experience of teaching at undergraduate level within Higher Education
- Excellent understanding of current debates, trends and issues relating to the subject
- Active researcher with an established profile in the field and the ability to contribute to the School's research themes

Skills

- Strong team-working and collaboration skills
- High level of creative interpersonal skills for teaching in a studio environment
- Understanding of current debates, trends and issues relating to the subject
- Strong communication skills
- Passion for learning and creativity
- Personal drive and desire to develop new areas of research and educational activity
- Adaptability to work with staff and students in different Departments across the School
- Awareness of, and sensitivity to, cultural diversity
- Commitment to equal opportunities and widening participation

Terms and Conditions

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| Activity Plan | Duties and pattern of working will be set out in an Activity Plan. The plan will include: jointly agreed objectives including milestones and outcomes and an appropriate balance of teaching, research, consultancy, scholarly activity, personal development and other possible activities within the duties of an academic. |
| Staff Development | A minimum of five days (pro rata) are guaranteed under HE2000 terms and conditions. However, the School is committed to encouraging staff development for all its employees which is to the benefit of the individual as well as the Institution as a whole. |
| Probationary Period | It is recognised that there is an inevitable 'settling in' period in any post. The probationary period is therefore an opportunity for the employee to fit within the culture of the School. It should also be determined during this time whether the job is in line with expectations as expressed in pre-appointment discussions, interview and as set out in the Job Description. The probation period for this role is 1 year. |
| Accredited teaching | It is expected that all members of Lecturing staff undertake |

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| qualification | the Postgraduate Certificate in Learning & Teaching within the first two years of employment, unless a qualification at an equivalent level is already held. |
| Contract | Fixed term/Permanent |
| Salary | Grade 7, £39,152 - £49,553 per annum, pro rata |
| Hours | 17.5 hours per week (0.5FTE) |
| Holidays | 35 days plus 11 statutory holidays per annum, pro rata |
| Pension | Option to join STSS Teachers Pension Scheme |
| Notice Period | 3 months |