

## **Principles underlying academic promotions**

The promotions processes and criteria reward activity that contributes to the success of the University in achieving its goals. The promotions criteria aim to reward such activity regardless of who carries it out, though expectations of the level of activity differ across promotion routes and levels.

Colleagues will be expected to take an active approach to their own career development, but should have access to clear information about the policy and criteria as well as to supportive advice.

Every academic member of staff must be given opportunities to engage in activities which may go towards making a case for promotion consistent with their contract and their talents and experience.

When promotions criteria make reference to a role in any area of activity, such as programme director, research co-ordinator or widening participation officer, it is not the holding of the role that matters, but having made a positive difference within the remit of the role.

Parts of the University contribute in different ways to the institution as a whole achieving its goals. Opportunities for colleagues to engage in particular activities may then vary. The pattern of activity required in individual cases for promotion will therefore be evaluated locally, in the context of the discipline within which the candidate works, within the bounds of the framework provided in the Policy and Criteria.

It is in the University's interest to allow colleagues to work to their strengths within the role they have and given the requirements of local work-load distribution, and hence the promotions criteria allow different combinations of depth and breadth of activity.

A case for promotion is evaluated holistically as a combination of depth and breadth of achievement, though for each route and each level there will be requirements with respect to certain criteria and levels of achievement. The process is criteria-driven; if

relevant promotions committees determine that a case meets the criteria for promotion to a certain level, then that individual will be promoted accordingly.

The University is committed to a policy of equality of opportunity in relation to its promotion procedures, as in all other matters. Accordingly, in applications for promotion, consideration will be given to the impact of significant absence from work due to illness, disability, pregnancy, parental or adoption leave, working part-time, career breaks or any other relevant circumstances that may have restricted or delayed the development of an applicant's professional career. As far as practicable, the composition of Promotions Committees in respect of gender and ethnicity will be representative of the wider academic community.