

## RUSSELL GROUP ACADEMIC PROGRESSION

Birmingham	<p>Probationary Personal Development Planning (PPDP)  <a href="https://intranet.birmingham.ac.uk/hr/documents/public/ppdp-probationer-guide.pdf">https://intranet.birmingham.ac.uk/hr/documents/public/ppdp-probationer-guide.pdf</a>                      The usual probationary period for academic teaching staff is three years. This can be extended once, up to a maximum probationary period of five years. Decision made by Head of College. No link to progression/promotion.                      Lecturer (Grade 8, 37-43/47) – Senior Lecturer (Grade 9, 44-49/58).  <a href="https://intranet.birmingham.ac.uk/hr/documents/public/promotion/guide.pdf">https://intranet.birmingham.ac.uk/hr/documents/public/promotion/guide.pdf</a>                      Application process. Published criteria.</p>
Bristol	<p>“Initial Service Review” The first 12 months of employment will comprise the initial service review period. No link to progression/promotion.                      Academic Staff Career Pathway 1: Lecturer 1b (Grade J, 34-38) – Lecturer 1d (Grade K,39-43/44) – Senior Lecturer/Reader (Grade L, 45-49/52) – subject to published progression criteria.  <a href="http://www.bristol.ac.uk/hr/policies/progression/procedure.html">http://www.bristol.ac.uk/hr/policies/progression/procedure.html</a></p>
Cambridge	<p>PHEP (Pathways in Higher Education Practice) forms part of the probationary arrangements for University Lecturers.                      An annual exercise is conducted to consider applications for promotion to the office of Professor, Reader, or Senior Lecturer. The exercise requires submission of specified documentation to support applications, which is then considered by specially convened promotions committees. Each office has designated criteria and a baseline threshold against which applications are evaluated.</p>
Cardiff	<p>The probation period for lecturers and professional tutors (Grades 6 and 7) on ‘Teaching &amp; Research’ and ‘Teaching &amp; Scholarship’ career pathways is three years.                      For staff on the Teaching and Research pathway promotion to the grade of Senior Lecturer is available to those able to demonstrate the required level of contribution and achievement in respect of the benchmarks for promotion agreed for teaching and scholarship, research, or innovation and engagement... Candidates are asked to clearly identify in their applications whether their promotion case is based on <u>excellence</u> in research, or teaching and scholarship, or innovation and engagement. Whichever is selected as the primary basis for the application, where appropriate, candidates must also demonstrate their <u>ability and effectiveness</u> in the other two.  <a href="http://www.cardiff.ac.uk/humrs/staffinfo/academicpromotions/resources/Scheme%20-%20Senior%20Lecturer%20-%202013-14%20T&amp;Res.doc">http://www.cardiff.ac.uk/humrs/staffinfo/academicpromotions/resources/Scheme%20-%20Senior%20Lecturer%20-%202013-14%20T&amp;Res.doc</a></p>
Durham (note probation/ progression to grade 7 Lecturer)	<p>Lecturers appointed on grade 7 are subject to a standard probationary period of three years, following which the normal expectation is that staff will move to grade 8 subject to a review which may take place at any time but is normally concomitant with the end of the probationary period.. In most cases staff will progress to grade 8 once they have completed probation successfully, rather than during the probationary period.                      See expectations at <a href="https://www.dur.ac.uk/hr/policies/probation/acadprobation/lecturer/">https://www.dur.ac.uk/hr/policies/probation/acadprobation/lecturer/</a>                      Annual promotion process. <a href="https://www.dur.ac.uk/hr/policies/promotion/senlec/">https://www.dur.ac.uk/hr/policies/promotion/senlec/</a>                      Lecturer 7 (30-36/39) – Lecturer 8 (37-43/46) – Senior Lecturer (45-49/52)</p>
Edinburgh	<p>Your employment is subject to a one year probationary period from the date of your appointment. For lecturing staff, the probationary period is managed within the Professional Development and Review (PDR) Scheme.  <a href="http://www.docs.csq.ed.ac.uk/HumanResources/Academic_Promotions_Processes.pdf">http://www.docs.csq.ed.ac.uk/HumanResources/Academic_Promotions_Processes.pdf</a>                      Lecturer (37-43/46) - Senior Lecturer (45-49/51)</p>
Glasgow [Note 2 levels of Lecturer]	<p>The Appointing Committee decides whether Lecturing/ Teaching Staff should complete a probationary period and how long this will be. Normally the period will be 3 years unless a member of staff does not have much research experience and in these cases, the period will be 4 years.  <a href="http://www.gla.ac.uk/services/humanresources/policies/p-z/promotion/academicpromotion/">http://www.gla.ac.uk/services/humanresources/policies/p-z/promotion/academicpromotion/</a></p>

	Lecturer 7 (32-36/39) – Lecturer 8 (39-44/47) – Senior Lecturer (45-49/52)
Imperial College	Length of Probation... is usually three years for Non- Clinical Lecturers but may have been reduced on appointment if you have previous experience of being a lecturer in higher education. It will always be a minimum of one year. Access to academic probation webpages is restricted.
King's College London	Probation is usually for a period of between three and five years, the duration of which is at the discretion of the appointment panel and will be stipulated in the Contract of Employment.
Leeds [Note 2 levels of Lecturer]	In the case of staff appointed to Lectureships such reviews take into account the full range of duties of an academic post (administration, research and teaching) and are normally no longer than 2 years in duration. <a href="http://hr.leeds.ac.uk/download/downloads/id/155/probationary_procedures">http://hr.leeds.ac.uk/download/downloads/id/155/probationary_procedures</a> Promotion process – see <a href="http://hr.leeds.ac.uk/info/8/promotions/105/the_promotions_process">http://hr.leeds.ac.uk/info/8/promotions/105/the_promotions_process</a> If you were appointed to a Lecturer post on the grade 7 [30-36] academic training grade (this used to be called Lecturer A) it is expected that you will normally progress to grade 8 [37-43] (Lecturer B). See <a href="http://hr.leeds.ac.uk/info/8/promotions/120/grade_8_to_9_lecturer_promotions_lecturer_a_to_b">http://hr.leeds.ac.uk/info/8/promotions/120/grade_8_to_9_lecturer_promotions_lecturer_a_to_b</a>
Liverpool	Information on probation period not available. Lecturer Grade 7 (31-36/38) – Lecturer Grade 8 (37-45/48) – Senior Lecturer (Grade 9, 46-53/56) <a href="http://www.liv.ac.uk/media/livacuk/hr-migrated/annualreview/documents/Academic,Annual,Review,Guidance,2013.pdf">http://www.liv.ac.uk/media/livacuk/hr-migrated/annualreview/documents/Academic,Annual,Review,Guidance,2013.pdf</a>
LSE	Current structure: Lecturer (Band 7) – Senior Lecturer (Band 8) – Reader (Band 9) – Professor but moving to new structure of Assistant Professor, Associate Professor, Full Professor <a href="http://www.lse.ac.uk/intranet/staff/humanResources/reviewingAndRewarding/newAcademicCareerStructure/home.aspx">http://www.lse.ac.uk/intranet/staff/humanResources/reviewingAndRewarding/newAcademicCareerStructure/home.aspx</a> “Interim Review” (3 years) and “Major Review” (5 years) for new appointments. Separate from promotion – see <a href="http://www.lse.ac.uk/intranet/staff/humanResources/reviewingAndRewarding/promotionAndReview/pdfs/Review-and-Promotion-Guidelines-2012-2013.pdf">http://www.lse.ac.uk/intranet/staff/humanResources/reviewingAndRewarding/promotionAndReview/pdfs/Review-and-Promotion-Guidelines-2012-2013.pdf</a>
Manchester	The probationary period will be not more than four years, and will end no later than 31 July in the fourth year of appointment. In some circumstances, a Vice-President and Dean may approve a shorter period of probation. <a href="http://documents.manchester.ac.uk/display.aspx?DocID=40">http://documents.manchester.ac.uk/display.aspx?DocID=40</a> Promotion – see <a href="http://documents.manchester.ac.uk/display.aspx?DocID=11">http://documents.manchester.ac.uk/display.aspx?DocID=11</a> and <a href="http://documents.manchester.ac.uk/display.aspx?DocID=473">http://documents.manchester.ac.uk/display.aspx?DocID=473</a> Lecturer (T&S) Grade 6 (29-36/39) – Lecturer (T&S/T&R) Grade 7 (37-44/47) – Senior Lecturer (45-51/54) - Reader
Newcastle	The probationary period for employees in this group is two years – see <a href="http://www.ncl.ac.uk/executive/assets/documents/SAppendices.pdf">http://www.ncl.ac.uk/executive/assets/documents/SAppendices.pdf</a> Lecturers (T&R) may be paid on either of Grade F (32-36/39) or G (40-43/47) . Progression from F to G is the normal expectation, subject to satisfactory performance. Staff with little experience of academic work will normally be appointed to Grade F; those with more experience may be appointed to Grade G. Senior Lecturers (T&R) and Readers are paid on Grade H (44-49/54) – see <a href="http://www.ncl.ac.uk/hr/assets/documents/promotion-procedure-academic-staff_jh.pdf">http://www.ncl.ac.uk/hr/assets/documents/promotion-procedure-academic-staff_jh.pdf</a>
Nottingham	Probation information not available. Lecturer (Level 5, 36-43/48) – Associate Professor (Level 6,45-51/57) – procedure/criteria at <a href="http://www.nottingham.ac.uk/hr/guidesandsupport/promotionandregarding/promotion/documents/promotionproceduretolevels6and7.pdf">http://www.nottingham.ac.uk/hr/guidesandsupport/promotionandregarding/promotion/documents/promotionproceduretolevels6and7.pdf</a>
Oxford	Lecturers are appointed for an initial period of up to five years, at the end of which a review takes place with a view to reappointment to retirement
Queen Mary [Probation progression from Lecturer 5 to	Lecturers and senior lecturers who are new entrants into higher education will normally be on probation for three years. The College has a scheme for Academic Career Progress. This sets out the criteria for progression from Lecturer grade 5 to grade 6. On successful completion of probation any lecturer still on grade 5 will automatically progress to grade 6 (see 4(h) at

Lecturer 6]	<a href="http://www.hr.qmul.ac.uk/docs/policies_procedures/contracts/20355.pdf">http://www.hr.qmul.ac.uk/docs/policies_procedures/contracts/20355.pdf</a> Annual academic promotions review – promotion from Lecturer (Grade 5, 31-37/4) – Lecturer (Grade 6, 39-43/46) to Senior Lecturer/Reader (Grade 7, 45-49/53) <a href="http://www.hr.qmul.ac.uk/acadreview/staffcareerprogress/index.html">http://www.hr.qmul.ac.uk/acadreview/staffcareerprogress/index.html</a>
Queen's Belfast	The normal probation period for members of staff new to the academic profession (Lecturers/Teaching Fellows) shall be three years - <a href="http://www.qub.ac.uk/directorates/HumanResources/PersonnelDepartment/PerformanceConductAndEmployeeRelations/FileStore-PerformanceConductandEmployeeRelations/Fileupload,369144,en.doc">http://www.qub.ac.uk/directorates/HumanResources/PersonnelDepartment/PerformanceConductAndEmployeeRelations/FileStore-PerformanceConductandEmployeeRelations/Fileupload,369144,en.doc</a> Promotion information not available.
Sheffield	All Lecturers are normally required to successfully complete a probationary period of three full academic sessions. <a href="http://www.shef.ac.uk/hr/guidance/contracts/probation">http://www.shef.ac.uk/hr/guidance/contracts/probation</a> Promotion - <a href="http://www.shef.ac.uk/hr/reward/promotion/overview">http://www.shef.ac.uk/hr/reward/promotion/overview</a> - Lecturer Grade 8 (37-43/47)
Southampton	For most Lecturers the probationary period will be 3 years - <a href="https://www.secureapps.soton.ac.uk/PublicProxy/files.aspx?f=https%3A%2F%2Fintranet.soton.ac.uk%2Fsites%2Fhr%2Fuser-services%2FHow%2520to%2FProcedure%2520-%2520Probation%2520for%2520lecturers.pdf">https://www.secureapps.soton.ac.uk/PublicProxy/files.aspx?f=https%3A%2F%2Fintranet.soton.ac.uk%2Fsites%2Fhr%2Fuser-services%2FHow%2520to%2FProcedure%2520-%2520Probation%2520for%2520lecturers.pdf</a> and <a href="https://www.secureapps.soton.ac.uk/PublicProxy/files.aspx?f=https%3A%2F%2Fintranet.soton.ac.uk%2Fsites%2Fhr%2Fuser-services%2FHow%2520to%2FTemplate%2520-%2520Probationers%2520book.docx">https://www.secureapps.soton.ac.uk/PublicProxy/files.aspx?f=https%3A%2F%2Fintranet.soton.ac.uk%2Fsites%2Fhr%2Fuser-services%2FHow%2520to%2FTemplate%2520-%2520Probationers%2520book.docx</a> Academic Career Pathways - <a href="http://www.southampton.ac.uk/hr/services/promotion_academic/how_do_i.php">http://www.southampton.ac.uk/hr/services/promotion_academic/how_do_i.php</a> Lecturer Level 4 (30-34/39) - Lecturer Level 5 (35-43/48) – Senior Lecturer Level 6 (44-52/59) - Chair Level 7
UCL	All non-clinical Lecturers and Research Fellows appointed to UCL are subject to a three-year probationary term <a href="http://www.ucl.ac.uk/hr/docs/Guidelines_2010_Lecturers_RF_on_Probation.pdf">http://www.ucl.ac.uk/hr/docs/Guidelines_2010_Lecturers_RF_on_Probation.pdf</a> Academic promotions - <a href="http://www.ucl.ac.uk/hr/docs/promotions_procedure_academic.php">http://www.ucl.ac.uk/hr/docs/promotions_procedure_academic.php</a>
Warwick 5 year probation/progression	Assistant Professor (37-43). Appointment as an Assistant Professor will be made with a probationary period normally of 5 years' duration. On successful completion of probation, individuals will transfer to the role of title of Associate Professor (44-49/51). Full details not available on open-access webpages.
York	Normally the period of probation will be three years - <a href="http://www.york.ac.uk/admin/hr/resources/policy/probation/">http://www.york.ac.uk/admin/hr/resources/policy/probation/</a> Promotion - to Senior Lecturer, Reader or a Personal Chair <a href="http://www.york.ac.uk/media/abouttheuniversity/supportservices/registrar-secretary/promotions/ProceduresCriteria2012-13.pdf">http://www.york.ac.uk/media/abouttheuniversity/supportservices/registrar-secretary/promotions/ProceduresCriteria2012-13.pdf</a> Lecturer (Grade 8) – Senior Lecturer (Grade 9)