

Office of the Deputy Vice-Chancellor

 <p>LIVERPOOL HOPE UNIVERSITY Est. 1844</p>	<p><i>The Revd Canon Professor Kenneth G C Newport DPhil, DD (Oxon)</i></p>
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To: Andy Catterall

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ACADEMIC PROMOTION POLICY and COVID: SENIOR LECTURER

The documentation relating to promotion to Senior Lecturer has now been published. During these extraordinary times, the University will obviously consider the impact of COVID upon the working patterns of staff as they relate to the three areas considered: Research, Learning and Teaching and Wider Contributions to the Subject, School and University. An established principle, which was written into the documentation some ten years ago, is that when considering the case for promotion the panel takes into account the “duration, frequency and currency” of activity. What this means is that the panel looks for an overall trajectory spanning a reasonable period of time rather than one-off or intermittent contributions or those made in the distant past. In considering the impact of COVID, it is the ‘currency’ of activity that will need particular attention. Where the overall trajectory has flattened somewhat since March 2020 the panel will be mindful of the impact of COVID as a potential factor. There will still be the requirement for REF-level research, significant expertise in learning and teaching and a track record of wider contribution to the University. However, at the discretion of the panel, some adjustments will be made, for example:

- The panel will accept publications which are now *in press* where there has been a delay in submission of the *final* manuscript to the publisher, or a delay in the publication itself, as a result of COVID. The absence of a publication within the last year should not make a material difference but, should it prove necessary, the panel will exercise discretion.
- The panel will accept submission of an application for Fellowship/Senior Fellowship of the Higher Education Academy (HEA) rather than asking for (S)/FHEA status to have already been confirmed.
- The panel will make allowance for the fact that there has been less frequent opportunity over the last 12 months to demonstrate some areas normally considered as wider contribution to the University. It will take into account contributions in this area prior to March 2020. However, colleagues are encouraged to draw to the attention of the panel areas of specific contribution that have arisen directly as a result of having to move online and work more generally in the very challenging environment that has arisen during the COVID lockdown. It is already clear that there have been some outstanding examples of this, and these will not be underestimated.

Overall, colleagues can be confident that the requirements for promotion to senior lecturer have not changed from where they would have been last year had the exercise been run. Any perceived 'flattening' of the trajectory (if such is the case) over the last 12 months will be seen in the context set out above. This will ensure no detriment as a result of the impact of COVID.

If there are any specific questions relating to the above, please address them to Miss Karen Jones in the personnel office who will discuss them with me before providing a response. This is to ensure that all questions receive a University-level answer that is then the rule for all. I am keen to avoid giving individual guidance as it may lead to difference in practice.

KENNETH G C NEWPORT