University of
Kent

WOMEN'S NETWORK MEETING/ ACADEMIC CAREER MAP

Agenda

➢ ACM background and context (overview)

➢ How the content has been developed

➢ ACM structure and application

➢ Citizenship

➢ Where to find further information

➢ Questions

University of Kent

Academic Career Map - background and context

➢ Academic Career Map (ACM) launched in May 2019, to take effect from this academic year

➢ ACM is a framework setting out relevant expectations at each academic career stage in each area of academic work.

➢ Three 'strands' of excellence, complement institutional strategy :
- Education, Scholarship & Professional Practice
- Research & Innovation
- Citizenship & Leadership

➢ ACM is to be a reference tool that underpins key people processes, starting with promotion

University of Kent

How the content has been developed

➤ Content informed by sector research and by consultation with around 70 academic/academic-related colleagues, including EG members

➤ To shape content of each strand:
- Steering Groups, Working Groups, one-to-one interviews
- Reviewed approaches of comparator universities and existing Kent practice
- Other sector research including UKPSF, REF criteria, Vitae Researcher Development Framework, "Career Framework for University Teaching" study

➤ Process overseen by Programme Governance Board - comprising David Nightingale (Chair), April McMahon, Philippe de Wilde, Paul Allain, Alison Ross-Green, Sarah Vickerstaff, Nikki Hyde

University of Kent

Academic Career Map – Structure of the ACM

Strand	Themes	Indicators	Evidence matrix
Education, Scholarship & Professional Practice	**Contribution to student experience & outcomes** **Profile, impact & esteem in education** **Scholarship & professional development** **Professional practice**	**Delivers high quality** teaching which **demonstrates understanding** of different learning styles and inclusive teaching and assessment practices that take into account the diversity of the student population.	Evaluation methods demonstrate consistency in high quality teaching – e.g. through student feedback, peer review, moderations of assessment practices, nominations for teaching prizes.
Research & Innovation	**Development of a research culture** **Creation, dissemination and impact of knowledge & insights**	**Contributes to** a culture within the University that supports and enhances research activity.	Peer review of the work of colleagues, internally and externally.
	Internal or external engagement **Innovation** **Income or income in kind**	**Publishes** research which demonstrates excellence in terms of research quality.	A significant record of research output which demonstrates independent, original, significant and rigorous contributions to the subject/discipline or body of knowledge.
Citizenship & Leadership	**Organisational leadership & impact** **Leadership of other academics**	**Demonstrates awareness of** and commitment to the University's strategic objectives and aligns with own practice.	Examples of how contribution has supported the School's strategic objectives, for example a role in admissions.
	Mentoring academics & other colleagues **Citizenship**	Makes a personal contribution to **supporting** an environment **at module and School level** where less experienced colleagues can learn and develop their competence.	Brings outcomes from external learning opportunities back into the School and shares with colleagues.

University of **Kent**

Academic Career Map – applicable themes

Strand	Themes	Contract Type			
		E&R contract	ES&P contract	ES&P contract (professional practitioner)	Research contract
Education, Scholarship & Professional Practice	Contribution to student experience & outcomes	✓	✓	✓	N/A
	Profile, impact & esteem in education		✓	✓	N/A
	Scholarship & professional development	✓	✓	✓	N/A
	Professional practice	N/A	N/A	✓	N/A
Research & Innovation	Development of a research culture	✓			✓
	Creation, dissemination and impact of knowledge & insights	✓			✓
	Internal or external engagement	✓	✓	✓	✓
	Innovation	✓			✓
	Income or income in kind	✓			✓
Citizenship & Leadership	Organisational leadership & impact	✓	✓	✓	✓
	Leadership of other academics	✓	✓	✓	✓
	Mentoring academics & other colleagues	✓	✓	✓	✓
	Citizenship	✓	✓	✓	✓

Definition of citizenship

➢ "Taking on and performing competently a fair share of the duties which are necessary for the effective running of the School/Faculty and through active engagement with colleagues. This includes:

- Honouring commitments to colleagues;
- Taking personal accountability for promoting and encouraging in others a collaborative, inclusive and mutually supportive working environment;
- Engaging in activities which support collective interests over individual interests; and
- Demonstrating a willingness to step in when others need support."

University of Kent

Where to find further information

➢ SharePoint site accessible via HR website : www.kent.ac.uk/human-resources/acm

➢ Initial Staff Guide Brochure – see SharePoint / HR website promotion pages

➢ Guidance and narrated presentations re ACM in academic promotions available on HR website promotions pages : https://www.kent.ac.uk/hr-staffinformation/promotion-salary-awards/index.html

University of Kent

Questions?

University of Kent

THE UK'S EUROPEAN UNIVERSITY

www.kent.ac.uk

University of Kent