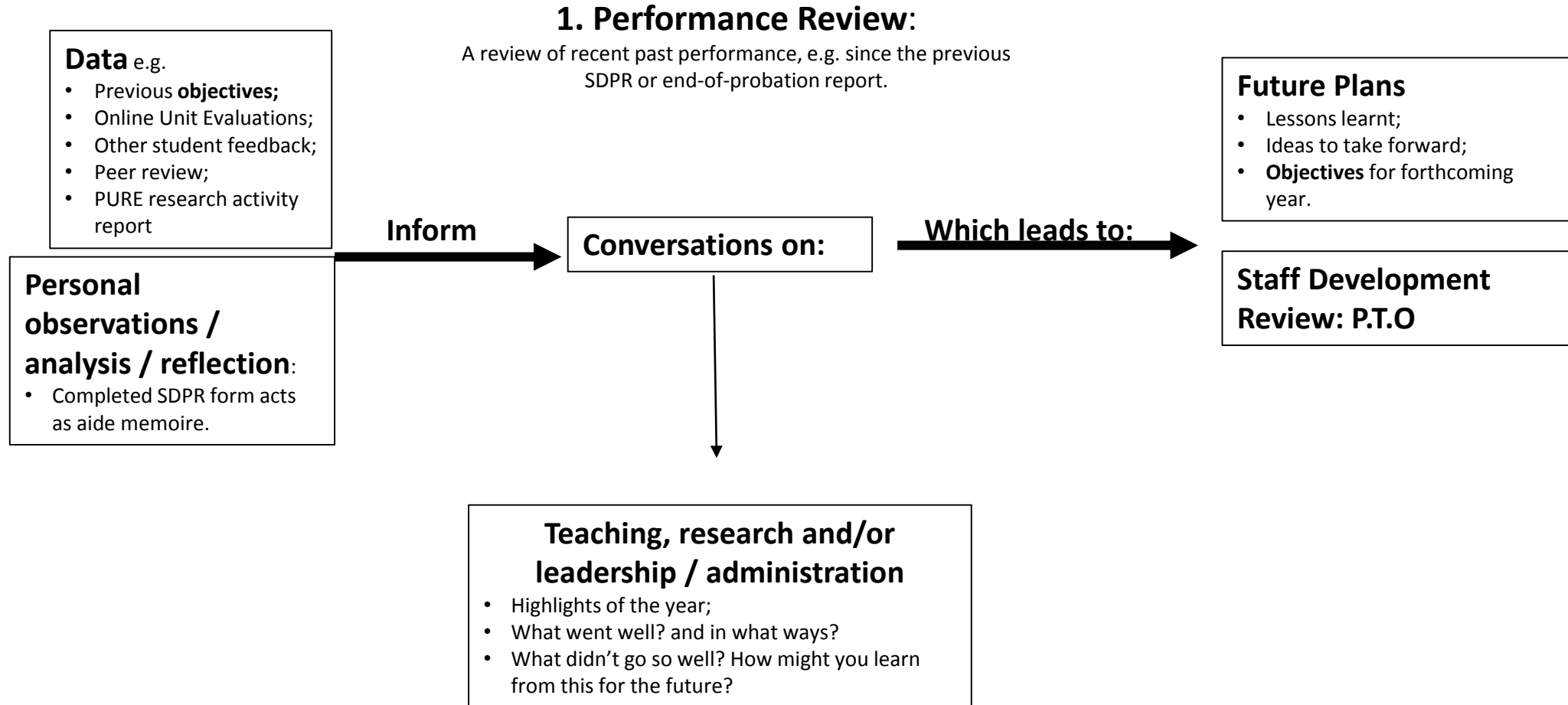


# Suggested Process for Conducting Staff Development & Performance Review for Academic Staff



## 2. Staff Development Review:

A consideration of future goals and objectives in order to identify the activities and support required to reach them.

### Performance Review:

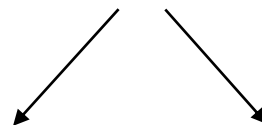
#### Career Development Frameworks & Criteria e.g.

- Promotion;
- Bath Scheme;
- National Teaching Fellowship Scheme;
- Grant applications;
- Professional & statutory bodies.

Inform:



### Conversations on:



#### Where are you now? e.g.

- Career;
- Work/life balance.

#### Where do you want to be? (e.g. in 3-5 years time) e.g.

- Promotion;
- Role (e.g. DoS, HoD, Associate Dean, Dean, PVC, VC!);
- Research group;
- Research profile;
- Teaching profile;
- Leadership;
- Maintenance of current position;
- Etc.

Which leads to:



### How you are going to get there:

- Activities to get involved with;
- Ideas for enhancing practice (teaching, research and/or leadership / administration);
- Learning & development opportunities;
- **Objectives** for forthcoming year.

## Examples of Development Opportunities.

- Bidding for funding;
- Conference attendance;
- Taking on new challenges or roles;
- Mentoring or being mentored;
- Observing / shadowing colleagues;
- Informal conversations with colleagues;
- Advice & guidance from professional services.;
- Workshops or courses from professional services;
- Bath Scheme and/or National Teaching Fellowship Scheme;
- External courses & events (e.g. Higher Education Academy, professional bodies, Leadership Foundation in HE).

## Fellow of the HEA

- If you are an Associate, Fellow, or Senior Fellow of the HEA you may discuss how you are 'remaining in good standing' with respect to this status. In particular, the following areas might be useful for conversations:
  - Scholarship and reflective practice;
  - Maintaining and enhancing the range of your contribution to teaching and supporting learning;
  - Understanding the wider (UK) context of HE.
  - Does your level of HEA membership reflect your range of achievements and responsibility?

## UoB Professional Services & Career Development Support

- Learning & Teaching Enhancement Office (LTEO)
  - Academic Skills Centre
  - Academic Staff Development (including both teaching development & Researcher Development Unit)
  - e-Learning
  - Student Learning Experience & Quality
- Research & Innovation Services (RIS)
- Staff Development (in HR)
- Library (research, open access, PURE, data management etc.)
- Public Engagement Unit
- BUCS (for IT training)
- Aurora (women's leadership programme, external)
- Academic Women's Network
- Individual mentoring
- Bath Science Academy
- Engineering & Design Future Leaders Awards

## Research Integrity

- What does Research Integrity mean in your particular area of research (follow-up from RI module, if taken);
- Any key aspect you / the Department/School need to pay particular attention to?
- What unfunded research are you undertaking; does it require ethical review?