

PAS1. Policy for Academic Staff Development

1. Purpose

CITY ULE is fully committed to recruit highly qualified academic staff since its academic staff is its most valuable resource. Their commitment, competence, enthusiasm and capacity to develop are fundamental to the successful achievement of the CITY ULE's current and future goals.

CITY ULE recognizes the vital importance of academic staff development and regards support for this as an investment both in its future and in the future of each individual member. CITY ULE encourages and supports the personal development of its members.

Academic staff development is twofold:

- Enable academic staff to effectively contribute to the achievement of the CITY ULE, departmental and individual student goals.
- Enable academic staff to achieve individual work and career goals.

2. Staff Development

CITY ULE recognises its responsibility to encourage the personal development of its academic staff and supports every reasonable proposal by an individual member for training and development.

CITY ULE encourages and supports academic staff to undertake courses and programmes and to attend seminars, lectures, workshops and other activities which are relevant to their individual work and progression and to those of the CITY ULE's strategic goals.

CITY ULE fully supports the constant development of the academic staff by offering a full-salary paid 6-month study leave every three years to allow all academic staff to progress. During the study leave period the academic staff is engaged in research, teaching in institutions abroad, improving their skills by studying, attending courses, taking part in development programmes, preparing new courses and whatever else will assist in their development.

CITY ULE and its Departments organise their own specific training and development programmes either by calling external highly qualified speakers and trainers or by using its own academic staff's expertise.

CITY ULE supports attendance on relevant training/development programmes by:

- reimbursing fees and other reasonable costs incurred by academic staff undertaking work related training and development;
- approving reasonable time off per annum for individual members of academic staff undertaking training;

CITY ULE supports new academic staff to adjust to the environment by offering any assistance and guidance needed, by offering an induction module and by appointing a mentor to each new member.

Finally, CITY ULE encourages and support academic staff to participate in training and development in the following areas:

- Information/updating on institutional changes
- Management of resources (people, finance, physical, self)
- Developments in teaching and learning
- Enterprise and personal skills
- Teaching and learning skills
- Quality assurance and student care
- Communications and interpersonal skills
- Interviewing skills
- Computer applications and Web Services
- Learning Technologies
- Generative AI