

## UCU Teaching and Research Job Family Titles Proposal:

We have sought to align titles across the teaching, academic and research job families as closely as possible with the existing pay scales, and with the recently agreed changes to academic titles.

This proposal is intended as a pragmatic step towards greater consistency and clarity across job families, and towards upholding parity of esteem between teaching and research roles, within the constraints of the current grading structure.

We have reviewed approaches taken at other universities, particularly within the Russell Group. Many institutions have undertaken similar exercises (though often limited to academic and teaching roles), and where this has been done it is now common for titles to be aligned across job families, typically with an indication of the job family in the title.

In our discussions with staff, alignment of titles across job families emerged as a key concern. The proposal reflects this, while recognising the need to be realistic about what can be achieved through titles alone.

After discussions with PET it was felt that it would be appropriate to keep the Teaching/Research Fellow titles. There had been concerns with “Fellow” being traditionally a gendered word, however, we recognise that in this context it is not, and that it is widely used across the sector (thus retaining it is in keeping with our aims of alignment both within the University and the sector).

Overall, we believe this represents the best possible fit given the current pay scales and the need to move the process forward. It would bring Imperial broadly into line with sector practice, and provide a clearer and more consistent framework for teaching and research roles.

### Imperial Current titles:

|         | Teaching                  |                           | Academic                               |                                        | Research                  |                    |
|---------|---------------------------|---------------------------|----------------------------------------|----------------------------------------|---------------------------|--------------------|
| Level 7 | Professor of Teaching     |                           | Professor                              |                                        | Principal Research Fellow |                    |
|         |                           |                           |                                        |                                        |                           |                    |
| Level 6 | Principal Lecturer        |                           | Associate Professor (internal grade 2) |                                        | Senior Research Fellow    |                    |
|         |                           |                           |                                        |                                        |                           |                    |
| 29      | Senior Teaching Fellow    | Principal Teaching Fellow | Assistant Professor                    | Associate Professor (internal grade 1) | Advanced Research Fellow  |                    |
| 28      |                           |                           |                                        |                                        |                           |                    |
| 27      |                           |                           |                                        |                                        |                           |                    |
| 26      |                           |                           |                                        |                                        |                           |                    |
| 25      |                           |                           |                                        |                                        |                           |                    |
| 24      |                           |                           |                                        |                                        |                           | Research Fellow    |
| 23      | Teaching Fellow           |                           |                                        |                                        |                           |                    |
| 22      |                           |                           |                                        |                                        |                           |                    |
| 21      |                           |                           |                                        |                                        | Research Associate        |                    |
| 20      |                           |                           |                                        |                                        |                           |                    |
| 19      |                           |                           |                                        |                                        | Research Associate        |                    |
| 18      | Assistant Teaching Fellow |                           |                                        |                                        |                           |                    |
| 17      |                           |                           |                                        |                                        |                           |                    |
| 16      |                           |                           |                                        |                                        |                           | Research Assistant |
| 15      |                           |                           |                                        |                                        |                           |                    |
| 14      |                           |                           |                                        |                                        |                           |                    |

## Proposed Changes:

|         | Teaching                                                    |                                                              | Academic                               |                                        | Research                                |                     |
|---------|-------------------------------------------------------------|--------------------------------------------------------------|----------------------------------------|----------------------------------------|-----------------------------------------|---------------------|
| Level 7 | Professor of Teaching in XXX                                |                                                              | Professor                              |                                        | *Professor of Research in XXX           |                     |
|         |                                                             |                                                              |                                        |                                        |                                         |                     |
| Level 6 | **Associate Professor of Teaching in XXX (internal grade 2) |                                                              | Associate Professor (internal grade 2) |                                        | *Associate Professor of Research in XXX |                     |
|         |                                                             |                                                              |                                        |                                        |                                         |                     |
| 29      | ***Assistant Professor of Teaching in XXX                   | ***Associate Professor of Teaching in XXX (internal grade 1) | Assistant Professor                    | Associate Professor (internal grade 1) | *Assistant Professor of Research in XXX |                     |
| 28      |                                                             |                                                              |                                        |                                        |                                         |                     |
| 27      |                                                             |                                                              |                                        |                                        |                                         |                     |
| 26      |                                                             |                                                              |                                        |                                        |                                         |                     |
| 25      |                                                             |                                                              |                                        |                                        |                                         |                     |
| 24      |                                                             |                                                              |                                        |                                        |                                         |                     |
| 23      | † † Teaching Fellow                                         |                                                              |                                        |                                        |                                         | † † Research Fellow |
| 22      |                                                             |                                                              |                                        |                                        |                                         |                     |
| 21      |                                                             |                                                              |                                        |                                        | † Research Associate                    |                     |
| 20      |                                                             |                                                              |                                        |                                        |                                         |                     |
| 19      |                                                             |                                                              |                                        |                                        |                                         |                     |
| 18      | † Teaching Associate                                        |                                                              |                                        |                                        |                                         |                     |
| 17      |                                                             |                                                              |                                        |                                        |                                         |                     |
| 16      |                                                             |                                                              |                                        |                                        | † Research Assistant                    |                     |
| 15      |                                                             |                                                              |                                        |                                        |                                         |                     |
| 14      |                                                             |                                                              |                                        |                                        |                                         |                     |

## Details of Rationale (in order of priority).

\* Levels 5-7 in the research job family do not currently convey a level of seniority in line with grade. The suggested titles would achieve this. We considered the following (which other institutions have used):

- Research Professor/ Associate Research Professor/ Assistant Research Professor (Cambridge)
- Professorial Research Fellow/ Associate Research Professor/ Assistant Research Professor (LSE)

We think the above would be acceptable to the community, but the titles chosen align better with the Academic and Teaching Job family. This would affect very few members of staff (currently 105 members of staff out of 2633 in the research job family).

\*\* The title Principal Lecturer is particularly disliked by the Teaching job family. As far as our research found this is a title used only in a few ex-polytechnics, and those have been phasing out its use, this makes it hard to attract the right calibre of candidate for roles advertised at this level, and may put staff at a disadvantage when applying for external opportunities (e.g. national committee roles). It is also not clear to many staff, or externals whether Principal Lecturer or Principal Teaching Fellow is more senior. The obvious choice for the title at this level is Associate Professor of Teaching in XXX.

\*\*\* The titles Assistant Professor of Teaching in XXX/ Associate Professor of Teaching in XXX (internal grade 1) align with the academic job family and the proposed titles for the Research job family. It should be noted that all RG institutions whose titles we could find aligned titles in this way (this includes: Cambridge, UCL, Kings, LSE, Warwick. We are aware that Oxford are undertaking a similar exercise with similar conclusions).

† Research Associate/Assistant are fairly standard across the sector, and we saw no need to change these, to align with these we propose that Assistant Teaching Fellow change to Teaching Associate. We chose Associate rather than Assistant as “Teaching Assistant” is used for school classroom assistants (it should be noted that there is currently only one person at that level across the university).

†† The Teaching Fellow/Research Fellow grade was the hardest to reach a consensus on. We had some feedback that the term “Fellow” was too gendered, hence the initial suggestion. However, we also had feedback that Research Fellows would see this title as a demotion as it wasn’t sufficiently distinct from Research Associate. Having listened to the discussion at PET we now feel it would be sensible to keep the titles of Teaching Fellow and Research Fellow – which is what many of the institutions we looked at have done (e.g. Kings/LSE – many have removed that level from the teaching job family entirely).

**Consultation:**

We have consulted both with our membership and more widely. Our membership have had ample opportunity to feed into this proposal (and have done so), with several versions of this proposal having been sent to them. We have sought the opinions of those in the teaching job family via the Teaching Fellows Network, and with those in the Research job family via ECRI.