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Staff Development - A Case Study

P W Haycock

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Staff Categories

- Academic: teaching, research, professional
- Academic-related: managerial and administrative
- Research: research
- Teaching: teaching, scholarship
- Clerical: clerical support
- Technical: technical support
- Other: various

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Foundation Year Centre

- Teaches
- Provides personal tutoring (intensive)
- Carries out its own administrative tasks
- Staff are ***not*** expected to undertake research
- Staff have limited time for scholarship
- Around 30 – 50 students per staff FTE

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Problems

- Most staff are on Academic-related or Clerical
- Most activity is teaching
- Career progression difficult – poor mapping
- Can ***apply*** to transfer to Teaching contracts

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Solutions

- Staff need suitable experience and tasks
- These must map to the relevant job family
  - Teaching and scholarship
  - Managerial and administrative
- Easier to find this experience in mainstream departments
- Some could be provided by the FY Network