

## **Pause of Academic Promotion AY 26 – 27**

### **FAQs**

#### **Q1 Should I continue to plan my promotion as normal and discuss it with my reviewer as part of my PDR?**

Yes. You should continue to work towards meeting the criteria for progression and maintain your performance trajectory. Even if the timing of the promotion round changes, the underlying expectations remain broadly the same, and preparation undertaken now will still be valuable. Your PDR objectives should continue to aim for your next promotion aligned with your development plans and the University ambitions.

#### **Q2 According to my ECDP timelines I am due to come forward for promotion to Lecturer, Grade 8 or Grade 9 Senior Lecturer this year, what will happen?**

The University recognises that ECDP participants work to a defined timeline for progression, and that a pause to the promotion process in AY 2026 – 27 will impact your ability to meet the specified timescales. If you would have been expected to apply for Grade 8 or 9 no later than AY 2026–27, you will have the opportunity to come forward for academic promotion in the next available round. If the outcome of that promotion application is successful, you will be considered to have met the relevant requirements of the programme, for the relevant stage of the programme. In the meantime, you should continue to work towards meeting the criteria for progression according to your original timescale and continue your performance trajectory beyond this.

#### **Q3 What happens if some of my evidence will fall outside the 6-year window if I can't apply for promotion in AY 2026–27?**

The University recognises that the timing of promotion rounds can have different implications for colleagues, particularly where key achievements, outputs, awards or PGR completions etc may fall outside the standard 6-year evidence window if an application window is delayed. We are mindful of these structural factors and are considering (or will consider prior to the launch of the next round) adjustments to ensure that colleagues are not disadvantaged by institutional timing rather than their academic performance.

#### **Q 4 Why are we proceeding with Zone Movement and not Academic Promotion?**

We are progressing with Professorial Zone Movement this year because that process was paused last year.

#### **Q 5 Can you guarantee that Academic Promotion will run in AY 27 – 28?**

We fully expect the Academic Promotion round to run in AY 2027–28. That remains our intention and our planning assumption. However, you will appreciate that the wider institutional context is still evolving, and some elements remain fluid. We will continue to keep colleagues updated and provide clarity as soon as it is available.