

Academic Returners and Research Support – Policy and Framework

As part of the University’s commitment to improving gender equality, and specifically growing the number of women in senior academic roles the University approved a processes of supporting academic returners to maintain a successful research career. The main thrust of this funding is to support returning female academics from maternity leave.

1. Eligibility

The table below outlines who would be eligible to apply for this support:

Returning scheme	Leave Description
Eligible for returning support	Adoption Leave
	Maternity Leave
	Paternity Leave - Additional
	Shared Parental Leave – 4 months or more, continuous
Ineligible for returning support	Maternity Leave – Unpaid/SMP only
	Parental Leave – Unpaid
	Paternity Leave - Ordinary
	Shared Parental Leave – Less than 4 months, or discontinuous leave

As stated, the main thrust of this funding is to support returning female academics from maternity leave (although eligibility is wider as stated above), however if partners have taken extended leave through the Shared Parental Leave Policy of 4 months or more, they will also be entitled to apply.

This support is available throughout the first 12 months return from the period of leave.

2. What is on offer and what can it be used for?

The funding available is a reserved pot to support an individual’s research activity to a maximum of £10,000 (this is for all applicants no matter their FTE). This could provide buyout of teaching, research and administrative assistance; attendance at UK and overseas conferences; collaboration and learning visits to overseas research institutions; research collaboration visits; small equipment purchases; and training, etc. For teaching active staff, a plan of teaching cover would need to be arranged, this should be considered prior to the individual’s departure for maternity/adoption/paternity (additional) leave, and could run through to their return to work.

The funding is designed to be flexible for academics and their line managers in arranging a best fit for the individual's research and the cover the Schools/RIs require.

All successful funding awards require a short report written by the successful applicant on how the funding was used and the research outcomes from this. The format of the report should be agreed with the Dean of Research in advance. The report should be sent to the College HR Team at socsci-hr@glasgow.ac.uk who will arrange for it to be provided to the Vice Principal/Head of College, the Head of School/Director (Deputy) of Research Institute, Dean of Research and the Equality and Diversity Unit.

3. Criteria

The Academic Returners Research Support funding is not an entitlement. The individual applying should fit the following criteria:

- be research active (as agreed by the College);
- have a clear set of research goals, which may be reflected in their past or upcoming P&DR;
- fit with School/RI/College research strategy.

4. Award Decisions

Prior to implementation of the support, the application requires the approval of the relevant Head of School/Director (Deputy) of Research Institute and the College Dean of Research prior to final consideration by the Vice Principal/Head of College. The outcome of the application will be confirmed by the College HR Team.

Advice and guidance on this Policy and Framework can be provided by the College HR team on x4056 or at socsci-hr@glasgow.ac.uk