

Reward Project Awareness 1 – SUSSED Content

- The Reward Project introduced a refreshed appraisal process and career pathways for all academic staff
- The introduction and development of the project was communicated by various methods.
- Regular updates were posted on SUSSED (University intranet site) explaining the aims and value of the project for all academics
- The SUSSED communications included points on development, diversity and briefings / training for appraisees and appraisers

BY SOTONCOMMS | FRIDAY, SEPTEMBER 27, 2013 · 10:43 AM

Academic Reward Project – Update from Adam Wheeler, Provost

Reward was an area that received a lot of comment in last year's staff survey and you will recall that, back in May, the VC wrote, in his update on the findings of the survey, "we recognise the effort and commitment made by so many in our community, and continue to examine better ways in which we can ensure that reward is connected to achievement."

I have also gone on the record as saying that, as part of the process of realising our vision to become one of the world's leading global universities, we will engage with, and support, academic staff to excel and develop their potential within a stimulating environment.

An important piece of work in that arena is the Academic Reward Project.

The project's objectives came out of an extensive consultation with the academic community in 2011/12. This involved University-wide meetings, a website and emails, whereby colleagues engaged in conversation with me, sharing an initial set of proposals for a new approach to rewarding, and recognising academic staff and the University plans to implement key changes from 2014.

Many of the ideas and concerns expressed by academic colleagues were incorporated into a revised proposal and this was approved by the University Executive Group. During this process we have been keen to ensure that the University of Southampton builds on its strong, positive relationship with UCU.

Main areas of focus for the project are:

- Recruiting, retaining, developing and motivating the best international talent
- Adopting flexible pathways
- Recognising achievement in research and education equally
- Recognising the achievement of enterprise staff
- Developing the potential of staff
- Aligning Reward & Recognition to the University's ambition and strategy
- Modernisation for the challenges of the 21st Century

This last year's work has involved extensive collaborative work with the academic community to build on the previous consultation and five work streams have been established, with over 70 volunteer staff.

The work streams are led by:

- Simon Cox (Enterprise);
- Jane Falkingham (Level 7);
- Tim Minshull (Titles and Pathways level 4-6);
- Peter Atkinson (Appraisal best practice 4-6);
- Andy Gravell (Promotions and Probation).

To date there have been over 30 work stream meetings held, supported by the HR Reward team. All the work streams have met their objectives for this stage of the project and we will continue to keep staff informed as we progress.

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Academic Reward
Project Update:
Introduction Of Title -
Associate Professor

One of the workstreams of the Academic Reward Project, has been working with colleagues from across our academic community, together with the UCU to consider

aligning the University of Southampton's international academic titles, nomenclature and

standards. A proposal was agreed by Senate in June, and approved by Council in Project

In "For staff"

Reward Project update -
UCU ballot closes 5pm
today

The UCU ballot on the package of proposals in the Reward Project closes at 5pm today (Tuesday 30 September). The Reward Project (previously known as the Academic Reward Project) is a key strategic project

BY SOTONCOMMS | FRIDAY, SEPTEMBER 27, 2013 · 12:37 PM

Academic Reward Project Update: Introduction Of Title – Associate Professor

One of the workstreams of the Academic Reward Project, has been working with colleagues from across our academic community, together with the UCU, to consider aligning the University of Southampton to international academic titles, nomenclature and standards.

A proposal was agreed by Senate in June, and approved by Council in July. As a result the title of Associate Professor will be adopted by the University. This supports the University's aspirations of growth and globalisation as well as achieving greater distinction and recognition.

All newly appointed or promoted academics will be awarded this title from 1st January 2014 and all existing academic staff at Level 6, on a mixed pathway of research and education, will be invited to adopt the title of Associate Professor over the coming months. Following much discussion within the workstream, and following representation from UCU, it has been agreed that the University will not adopt the title of Assistant Professor.

Individuals who have been identified as holding a role equivalent to that of Associate Professor, will be invited to adopt the new title and it is hoped that the majority of academics will accept this invitation. However, we recognise that some staff will wish to retain their current title and so we are giving individuals the choice. We will also write to all other Level 6 staff in the ERE pathway to confirm that they are not being offered the title. An exceptions process will be in place to deal with any cases where individuals believe they should be invited to adopt this title.

To this end we will be writing to individuals in November to ask if they wish to change their title with effect from 1st January 2014. With effect from that date we will no longer offer the title of Senior Lecturer or Reader to staff we recruit or promote.

I would like to thank all colleagues in the workstreams and HR Reward who have been involved in developing these proposals for their hard work and consideration.

Adam Wheeler, Provost

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Introduction of the title
of Associate Professor
from 1 October 2014

Dear Colleagues, Re: Introduction of the title of Associate Professor from 1 October 2014 Following the announcement of 4 December 2013, regarding the deferment of the adoption of the title of Associate Professor by the University, I am writing to provide an update. The title of Associate Professor has been awarded regarding the adoption of the title of Associate Professor by the University. I am writing to inform you of a deferred approach to its Academic Reward Project. Update from Adam Wheeler: Provost, the full implications of the implementation of a significant change from last year's staff survey and you will recall that, back in May, the VC wrote, in his update on the findings of the survey, "we recognise the effort and commitment made by so many in our community, and continue...

BY SOTONCOMMS | FRIDAY, SEPTEMBER 5, 2014 · 1:35 PM

Education, Research and Enterprise staff – sign up now for your Appraiser skills workshop



Over the last six months, an Education, Research and Enterprise (ERE) staff working group, supported by development and HR specialists, have been redesigning the approach to Appraisal.

Commissioned by UEG as part of the Academic Reward project, the new approach signals a desire for a cultural shift, emphasising the need to look forward and enable the development of skills, knowledge and behaviours that will enhance the appraisee's contribution, and where appropriate support their readiness for promotion.

The success of the new approach will rely heavily on the quality of the individual appraisal discussions taking place and therefore the skill of appraisers to listen and lead a supportive conversation in which both parties feel able to be open and honest.

So important are these skills, that UEG have decided to mandate a half day skills workshop for all ERE appraisers.

To reserve your place, [please click here](#).

Workshops are filling fast, so please book now. **Deadline for bookings is 30 September.**

Professional Services and Technical staff are asked not to book onto these sessions, as tailored workshops for this grouping of staff are currently being planned and will be advertised when available.

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Appraisees - sign up for
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briefings (ERE staff)

Local one hour
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(ERE) staff to explain how
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the benefits of full
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provided in these briefings
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In "For staff"



Research continues post
EU Referendum

In "Brexit"

Comments are closed.

BY SOTONCOMMS | TUESDAY, SEPTEMBER 16, 2014 · 3:24 PM

Reward Project update

Joint Communication from Southampton University and College Union (UCU) and the University of Southampton (UoS) regarding the Reward Project

16 September 2014

The Reward Project (previously known as the Academic Reward Project) is a key strategic project for the University and is now moving towards the implementation stage. The recent 2020 Strategy Refresh sets out implementation milestones that initially impact ERE (Education, Research and Enterprise) staff and will then extend to all staff over the next few years.

There has been a high level of engagement by UCU (who represent all staff at levels 4-6 at the University) throughout the life of the project. The feedback gained throughout the negotiation process was very useful and has now been incorporated into a series of policy statements on the key aspects of the project which were recently approved by the UCU's National Executive Committee on the recommendation of University's UCU branch.

A local ballot of UCU members will commence on these policy statements and associated documents shortly. UCU members will receive an email from Southampton UCU with a link to the online ballot and voting details.

Southampton UCU and the University have worked closely over a number of years to develop the proposals and believe they represent a much improved way of developing, rewarding and recognising employees for their commitment to the University.

For those who are eligible to vote in this ballot, there are a number of documents that will need to be read before casting your vote. These are as follows and can be found [here](#):

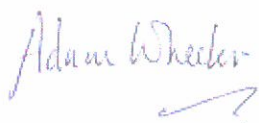
- Policies that apply to staff at Levels 4-6:
 - Appraisal
 - ERE Probation
 - ERE Pathways
 - ERE Promotions
 - HRZ Pay Protection at Level 6
 - Responsibility Allowance
- Policies that apply to staff at Level 7:
 - All of the above, plus Personal Value Allowance and Market Weighting Allowance*
- Proposed revised pay scales for levels 1-6, which show the removal of HRZ at level 6 only
- A proposed implementation timeline that includes professional and technical staff at levels 4-7
- 2 letters from UoS to UCU dated 29/07/14 and 09/09/14

** Please note the existing Market Supplement policy is unchanged for levels 4-6*

We are currently planning the next phase of the Reward Project, which will eventually apply to all staff at the University. The next phase will focus on all academic-related professional and technical staff (MSA and TAE) at the same levels (4-7) and is planned to be implemented from October 2015.

Further information regarding the ballot will be sent to UCU members in the next few days. In the meantime, we would encourage you to visit the website and familiarise yourself with the above information. A set of Frequently Asked Questions is also available [here](#) as supporting guidance for the policy documentation. If you have any other queries, please [email](#) us.

To view further information about the project please view the [Project website](#).



Professor Adam Wheeler

Provost & Deputy Vice-Chancellor

University of Southampton



Dr Denis Nicole

Vice President

Southampton University and College Union

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BY SOTONCOMMS | FRIDAY, SEPTEMBER 26, 2014 · 1:56 PM

Prioritising staff development

Blackboard course now available for ERE (Education, Research and Enterprise) staff.



A new interactive [blackboard course – Academic Appraisal Training](#) – is now available to all ERE staff offering practical ‘how to’ guides on all aspects of the new appraisal process including how to effectively prepare and how to support staff to achieve their career aspirations. To raise general awareness and explain the motivation behind the changes, as well as consider some of the key equality and diversity issues relating to appraisal, all ERE staff (appraisees and appraisers) are asked to view the 15 minute introductory module ‘Successful appraisals – An Introduction for Academic Staff’.

When logging onto blackboard this course should now appear. If you experience any difficulties, please email A.J.Warren@soton.ac.uk.

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Local one hour briefings, led by senior members of Faculty staff, are now being offered to Education, In "For staff" Research and Enterprise



participation. Information provided in these briefings will be drawn from sign up now for your Appraiser skills workshop

In "Education"

Steve White and Adam Wheeler announce next phase of the Reward Project

In "For staff"

Comments are closed.

BY SOTONCOMMS | TUESDAY, SEPTEMBER 30, 2014 · 10:00 AM

Reward Project update – UCU ballot closes 5pm today

The UCU ballot on the package of proposals in the Reward Project closes at 5pm today (Tuesday 30 September).

The Reward Project (previously known as the Academic Reward Project) is a key strategic project for the University and is now moving towards the implementation stage. The recent 2020 Strategy Refresh sets out implementation milestones that initially impact ERE (Education, Research and Enterprise) staff and will then extend to all staff over the next few years.

You can see details of the proposal, including information on how to take part in the ballot, [here](#).

If you have any other queries, please [email us](#) or visit the [project website](#).

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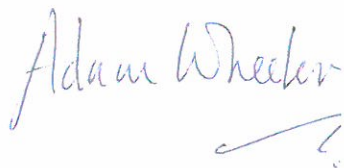
Reward Project Update:
UCU ballot closes at
17:00 today

In "For staff"



Reward Project: UCU
and University of
Southampton joint
communication

In "For staff"

A handwritten signature in blue ink that reads "Adam Wheeler". The signature is written in a cursive style with a long horizontal stroke at the end.

Reward Project update

In "For staff"

Comments are closed.

BY SOTONCOMMS | WEDNESDAY, OCTOBER 1, 2014 · 2:35 PM

Yes to the Reward Project

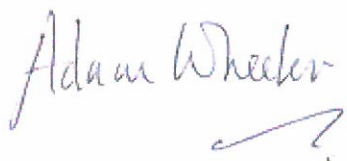
The Reward Project (previously known as the Academic Reward Project) is a key strategic project for the University and we are pleased to confirm this has received decisive support in the UCU ballot that concluded yesterday on 30 September.

Thank you to all those who have contributed so much time and effort to make this first stage of implementation a reality; I look forward to further developments over the next few years.

If you have any other queries, please [email](#) us.

Further information will follow regarding the key changes.

If you wish to find out more about project please view the [Project website](#).



Professor Adam Wheeler

Provost & Deputy Vice-Chancellor

Project Sponsor

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recent 2020 Strategy
Refresh sets...

BY SOTONCOMMS | WEDNESDAY, OCTOBER 15, 2014 · 2:54 PM

Appraisees – sign up for 1 hour faculty based briefings (ERE staff)

Local one hour briefings, led by senior members of Faculty staff, are now being offered to Education, Research and Enterprise (ERE) staff to explain how and why the appraisal process has had a recent change in emphasis and the benefits of full participation.

Information provided in these briefings will be drawn from the newly available Blackboard course: *Academic Appraisal Training* (onto which all ERE staff are now enrolled), however this face to face session will provide an opportunity for questions to be raised.

You can [book onto your local briefing here](#).

Please note that the session will not include instructions on how to complete the new online appraisal form. These instructions, and the Appraisal form itself, can be found at [MyHR Dashboard](#).

Due to the importance of the appraisal discussion, all ERE staff responsible for leading appraisals will be undertaking a 1/2 day [skills workshop](#) over the next few months. In addition a [Blackboard course](#) titled *Academic Appraisal Training* has been launched, full of practical 'how to' guides, examples and videos covering all aspects of appraisal best practice. Both appraisers and appraisees are asked to please complete the introductory module: *Successful Appraisals; An introduction for Academic Staff* prior to taking part in an appraisal discussion.

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In "Education"

Comments are closed.

BY SOTONCOMMS | MONDAY, NOVEMBER 3, 2014 · 7:00 AM

Steve White and Adam Wheeler announce next phase of the Reward Project

The next phase of the Reward Project is about to start, and will focus on staff in the MSA and TAE career pathways at levels 4-7. This is a key strategic project that supports the University's goal to 'reward and recognise staff for their performance and contribution'*and ensure staff feel valued and engaged in the work they do to contribute to the success of the University.


The Reward Project is being managed in phases, to enable meaningful engagement with different groups of staff and to ensure resources are sufficient to meet the requirements of the project.

The project has focused so far on the ERE (academic) community, all of whom are at levels 4-7. Representative working groups of staff designed proposals, which informed policy development and are now in the process of being implemented.

A key and universal output of the project is the provision of an improved appraisal framework, and investment in appraisal training and other resources to support the changes needed. This builds on feedback including staff surveys about the need to improve the quality of appraisals.

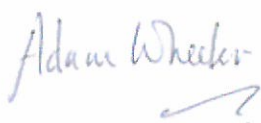
The next phase of the Reward Project will involve staff at levels 4-7 in the MSA and TAE career pathways, who are represented in all areas of professional services and all the faculties. The project will then focus its attention on all staff at levels 1-3.

As in the previous phase of the project, representative volunteers will be sought to engage on the project and representatives from the relevant trade unions will also be involved from the beginning. Further information on how to get involved will follow shortly.



Steve White – Chief Operating Officer

Sponsor, Reward Project MSA and TAE 4-7



Adam Wheeler – Deputy Vice Chancellor and Provost

Sponsor, Academic Reward Project (ERE)

For more information about the project to date please view the [Project website](#) or [email us](#) if any queries.

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Reward Project update:
University staff shape
their own future

Work streams, made up of
staff from across the
University, are making
good progress on
designing proposals for
the "next stage" of the
Reward Project. The
Reward Project aims to
reward and recognise staff
for their performance and
contribution in pursuit of
the University's strategy,
UCU ballot approval for
mainly through the
next phase of the
updating of...
Reward Project



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Comments are closed.