

### New Academic Career: Migration Options

Current Career Stage	Option 1: Stay on current career structure	Option 2: Migrate to the New Academic Career
Pre-Interim Review Lecturer	<p>Undergo Interim Review under existing process and criteria;</p> <p>Undergo Major Review under existing process and criteria;</p> <p>Assuming success at this stage, move to an open-ended contract as a post-Major Review Lecturer;</p> <p>Remain on Salary Band 7 for the duration of your employment as a Lecturer (auto-increments plus potential for further discretionary contribution increments).</p> <p>Further promotion only via a promotions review to the Associate Professor role/grade (NB – this will not be a second Major Review, but will be a promotion only consideration).</p>	<p>Adopt the job title of Assistant Professor on an open-ended contract, subject to passing new Major Review in the appropriate timescale;</p> <p>Move to Assistant Professor pay grade (minimum salary = £50,387 per annum);</p> <p>Undergo Interim Review under new process and criteria; If successful, move to minimum salary of £53,430 per annum; Undergo Major Review under new process and criteria.</p> <p>Within the new Assistant Professor pay band, all pay progression is via contribution awards only (increments and/or lump sums), bar the automatic up-lift to a new minimum upon passing Interim Review.</p> <p>Successful completion of Major Review will lead to automatic promotion to the Associate Professor role/grade and confirmation of continuation of open-ended employment contract.</p> <p>Failure to pass either Interim or Major Review will lead to termination of employment, with contractual notice, with an associated right of appeal.</p>

Post-Interim Review/ Pre-Major Review Lecturer	<p>Undergo Major Review under existing process and criteria;</p> <p>Assuming success at this stage, move to an open-ended contract as a post-Major Review Lecturer;</p> <p>Remain on Salary Band 7 for the duration of your employment as a Lecturer (auto-increments plus potential for further discretionary contribution increments).</p> <p>Further promotion only via a promotions review to the Associate Professor role/grade (NB – this will not be a second Major Review, but will be a promotion only consideration).</p>	<p>Adopt the job title of Assistant Professor on an open-ended contract, subject to passing new Major Review in the appropriate timescale;</p> <p>Move to Assistant Professor pay grade (at minimum salary of £53,430 per annum);</p> <p>Undergo Major Review under new process and criteria.</p> <p>Within the new Assistant Professor pay band, all further pay progression from Interim Review onwards is via contribution awards only (increments and/or lump sums).</p> <p>Successful completion of Major Review will lead to automatic promotion to the Associate Professor role/grade and confirmation of continuation of open-ended employment contract.</p> <p>Failure to pass Major Review will lead to termination of employment, with contractual notice, with an associated right of appeal.</p>
Post-Major Review Lecturer	<p>Continue on open-ended contract indefinitely as a Lecturer, on Salary Band 7 (auto-increments plus potential for further discretionary contribution increments).</p> <p>Further promotion only via a promotions review to the Associate Professor role/grade (NB – this will not be a second Major Review, but will be a promotion only consideration).</p>	<p>Adopt the job title of Assistant Professor on an open-ended contract Move to Assistant Professor pay grade (minimum salary = £56,657 per annum);</p> <p>Within the new Assistant Professor pay band, all further pay progression is via contribution awards only (increments and/or lump sums).</p> <p><i>Further</i> promotion to Associate Professor via promotions review (NB – this will not be a second Major Review, but will be a promotion only consideration).</p>

		<p><i>[This may be via the 'light touch review' process in Summer 2013 where the relevant HoD believes there to be a case for immediate promotion to this career level.</i></p> <p><i>Departments and individuals (via self-sponsorship) will also be able to put cases forward in the normal way at any subsequent promotions round, including during 2013-14.]</i></p> <p>Those who migrate to the NAC and take the Assistant Professor title, but are unsuccessful in a promotion bid to Associate Professor, will continue to have open-ended employment status and will be able to be put forward for promotion again in the future (or take the self-sponsorship route) against the Associate Professor criteria.</p>
Senior Lecturer	<p>Continue on open-ended contract indefinitely as a Senior Lecturer, on Salary Band 8 (auto-increments plus potential for further discretionary contribution increments).</p> <p>Further promotion only via a promotions review to the Associate Professor role/grade (the role and title of 'Reader' will be closed for recruitment and promotion purposes).</p>	<p>Migrate to the role of Associate Professor on an open-ended contract; Move to Associate Professor pay grade (minimum salary = £60,080 per annum); Within the new Associate Professor pay band, all pay progression is via contribution awards only (increments and/or lump sums).</p> <p>Further promotion would be to the Full Professor role via new promotion criteria.</p>
Reader	<p>Continue on open-ended contract indefinitely as a Reader, on Salary Band 9 (pay progression though discretionary contribution increments).</p> <p>Further promotion would be to the Full Professor role via promotions review under new process and criteria.</p>	<p>Migrate to the role of Associate Professor on an open-ended contract;</p> <p>Move to Associate Professor pay grade (minimum salary = £65,607 per annum);</p> <p>Within the new Associate Professor pay band, all pay progression is via contribution awards only (increments and/or lump sums).</p>

	<p><i>[NB – the role and title of ‘Reader’ will be closed for recruitment and promotion purposes, along with the titles ‘Lecturer’, ‘Senior Lecturer’, ‘Temporary Lecturer’, ‘Temporary Senior Lecturer’, and ‘Temporary Reader’].</i></p>	<p>Further promotion would be to the Full Professor role via promotions review under new process and criteria.</p> <p><i>[This may be via the ‘accelerated’ process during Summer 2013/Michelmas Term 2013-14, where the relevant HoD believes there to be a case for immediate promotion to Full Professor.</i></p> <p><i>Departments and individuals (via self-sponsorship) will also be able to put cases forward in the normal way at any subsequent promotions round, including during 2013-14.]</i></p> <p>Existing Readers within the School will also be permitted to use the job title ‘Associate Professor (Reader)’, should they wish.</p>
Professor	<p>Terms and conditions of employment will not change for Professors, therefore there is no ‘migration decision’ required for existing LSE Professors.</p> <p>However, all Professors who currently earn below the new minimum salary level for Professors will be automatically raised to this new salary level (£80,569 per annum).</p>	
<p>New appointments (RQIF or via ‘normal’ recruitment campaigns)</p> <p><i>[i.e. those holding offers of employment but who will not have commenced employment by the date of implementation.]</i></p>	<p>Those with offers already made will be invited to migrate to the New Academic Career structure.</p> <p>Those who choose not to do so will continue to operate on the existing procedures, as set out above and appropriate to their appointment level.</p> <p>Pre-Major Review Lecturers who opt to stay with the existing terms and conditions will</p>	<p>Those with offers already made will be invited to migrate to the New Academic Career structure.</p> <p>Those who choose to do so will migrate in accordance with the options set out above for existing staff.</p> <p>However, the ‘Light Touch Review’ for post-Major Review Lecturers and the accelerated promotions procedure available to current Readers are one-off processes that are only applicable to existing career-track academic staff at LSE, not new appointments.</p>

	commence employment on a fixed-term basis, rather than open-ended, as per the current practice.	
<p>Applicants currently applying for academic roles at LSE</p> <p><i>[i.e. but not yet offered a contract of employment by the date of implementation.]</i></p>	<p>Once consultation with UCU has successfully concluded, applicants for any open vacancies will be written to and informed of the new terms and conditions/role profile for the post. It will be assumed that all applicants wish to go forward with their application on these revised conditions, unless they withdraw their application.</p> <p>All future recruitment will therefore be to the New Academic Career posts only and this will be strictly applied (NB – external candidates with the existing job title of Reader will <u>not</u> be able to adopt the title of ‘Associate Professor (Reader), as this is only for existing staff as a one-off transitional arrangement).</p>	
Temporary Lecturers/Senior Lecturers	Continue to use existing job title, on Salary Band 7 or 8, as appropriate to the role being fulfilled – terms and conditions unchanged.	Adopt the job title ‘Temporary Assistant Professor’ or ‘Temporary Associate Professor’, as appropriate, and at the appropriate salary point as determined by the migration points outlined above.