

Case Study 3



NW HE Cross Institutional
Action Learning

Personal Profile

Senior Lecturer, University of Huddersfield

I am in a full time role as a Senior Lecture. I have held this position since September 2014. Previously I was a Lecturer at the University of Central Lancashire.

Problem / Challenge

What was the problem, issue or concern?

My issue was that as part of my contract I have to undertake a PhD. Although I was aware of this commitment when I took the role I was hoping that as this is University requirement that there would be protected time within my working week in order to undertake the required study, in fact this was what I was led to believe at interview. Officially we are given one day a week as a 'research day'

however in reality as my discipline is very teaching heavy I rarely get even a half day. This was discussed at my appraisal and it was decided that I should work from home one day a week to ensure that I received the time, however due to timetabling of classes this was not always possible.

Solution

How did you/and the programme solve the problem?

The programme provided me with several questions to help give me direction when trying to resolve my problem.

- Had I thought about changing jobs?
- Had I thought about going part time?

- Had I thought choosing a different topic for my PhD?
- Had I thought about discussing the issue with my line manager?
- I reflected and considered all these questions and came up with a plan to try and move forward.

Results

What was the outcome? Who benefited? What were the changes and benefits using qualitative and quantitative data?

Firstly I spoke to my line manager at my appraisal and agreed to work from home on my research day to help me to try and move forward with the PhD. Although this is not always possible I do feel that I have some protected time in place.

I reflected on the topic I had chosen and decided after

discussion with my supervisor to change to a topic that I felt more comfortable with and that I could collect data more easily.

I have started to undertake inspections for the Care Quality Commission which allows me to have an option for applying for a job in Regulation which may allow me to work part time at the university or change roles entirely in the future.