

Special Studies Program

THE UNIVERSITY
of ALFRED

Achievement relative to opportunity provides a framework for academic staff who would otherwise be disadvantaged with an equal opportunity to be granted a period of special studies.

Achievement relative to Opportunity evaluates a staff member's achievements based on the opportunities that have been available to them. It allows for a fair and equitable assessment of achievements over a period of time. Achievement relative to opportunity gives greater weight to the overall quality and impact of achievements, rather than the quantity, rate, or breadth of achievements which are considered relative to the staff member's personal, professional and other circumstances.

In applying achievement relative to opportunity when assessing an SSP application, the Faculty Committee may consider:

- the level and type of appointment.
- quality and impact of the staff member's work, their contribution to the School, Faculty and/or University, given the time and/or resources available to them.
- the impacts of the staff member's circumstances, arrangements, and career history on their achievement.

Workforce Management Handbook	SSP Achievement Relative to Opportunity	Effective Date:	May 2023	Version2
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