



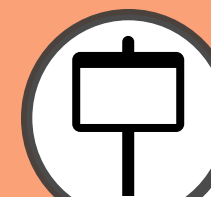
FOSTER COMMUNITY

Make efforts to connect with new colleagues. Ensure that fixed-term colleagues are invited to participate in departmental and social activities to help reduce social isolation.



PROVIDE MENTORSHIP

Formal mentoring should be made available and signposted. Support should be sensitive to the specific challenges faced on fixed-term contracts. Offer mentorship beyond that provided by a line manager.



LOBBY TO EFFECT CHANGE

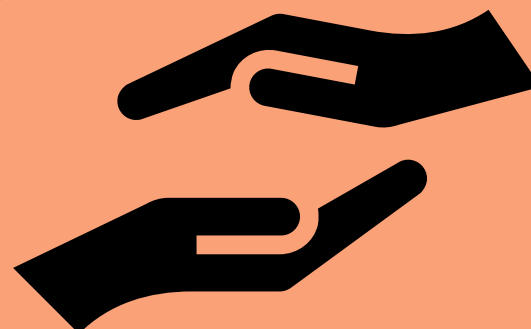
Lobby your department and institution to effect change. Push for policies that recognise and work to address the challenges of fixed-term contracts, such as minimum contract lengths.



UNDERSTAND EXPERIENCES

Colleagues are not always aware of the wide-ranging effects of fixed-term contracts on people's lives. Provide space and time to recognise and listen to their concerns and experiences.

Over **one third**¹ of academic staff are employed on fixed-term contracts, which can present many challenges.



How to acknowledge and support colleagues on fixed-term academic contracts and foster more equitable departmental cultures.



CONSIDER TASK ALLOCATION

Colleagues on fixed-term contracts may feel obligated to say "yes" to all requests due to fears over not getting their contracts renewed if they say no. Consider how labour is distributed and allocated.



MANAGE WORKLOADS

High workloads are a key issue for colleagues on fixed-term contracts. Encourage and embed regular workload reviews, and ensure that time is built-in for career progression activities.



WELCOME COLLEAGUES

Colleagues on fixed-term contracts report feeling invisible and undervalued. Ensure new staff have a proper induction, are invited to contribute to departmental discussions, and have appropriate workspaces.



PROMOTE HEALTH AND WELLBEING

Ill health can exacerbate the negative effects of fixed-term contracts. It is important to understand individual needs and to promote health-full and balanced working cultures.



COMMUNICATE CLEARLY

Uncertainty is exacerbated when the expectations of employment are unclear. Facilitate explicit conversations before and during a contract to ensure expectations are clear.