



Mr Toby Young
The Free Speech Union
85 Great Portland Street
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Monday 20 December 2021

Dear Toby

I am extremely surprised by the content of your letter, since the UCL Academic Careers Framework makes it quite plain that the examples of potential activity for different job grades are illustrative and reflect the broad range of activities that an academic career can involve. This point is made on page 3 of [the document you refer to](#), for example stating that *“The descriptions are not exhaustive and no individual should expect to be able to meet all of the criteria itemised”*.

They are clearly and categorically not a list of things that an individual must tick off in order to achieve promotion; evidence of impact, reach and quality of work is the vital thing. ‘Liberating the Curriculum’ is one way that an academic may wish to demonstrate work on the curriculum but it is by no means the only one.

I have always been very clear that an academic community must be one where diversity of thought and opinion is valued and where people can fundamentally disagree with respect and inclusivity. There is nothing in the wording or approach of the Academic Careers Framework that is contrary to that approach.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Michael Spence', with a large, stylized flourish at the end.