

The UTO Scheme

Its Purpose

The purpose of the Scheme is to enable all Colleges to operate effectively in the educational field by ensuring a reasonable distribution of University Teaching Officers (UTOs) amongst them.

Its Principles

1. The need of Colleges for UTO Fellows is an educational one, which should be measured primarily in relation to the needs of students—postgraduate and undergraduate—in a proportionate way.
2. Colleges thrive on their own diversity and the aim of the Scheme is not to achieve a uniform world, nor a perfect one, but one that is somewhat more even than at present in the opportunities that it offers to its students.
3. A UTO Fellow should be regarded as a permanent educational resource for a College and not simply as a provider of undergraduate supervisions. The benefits, which extend well beyond the UTO's particular academic specialism, derive from his or her involvement, as an established academic, in:
 - the direction of studies;
 - providing linkages with Faculties and Departments;
 - promoting confidence in students in their subjects;
 - engagement with the postgraduate and undergraduate communities of the College; and
 - advising and helping the College and its students generally, as a person of experience and wisdom in the subject area concerned.
4. The Scheme aims to create an improved balance of UTO resource across the Colleges, in a way that does not interfere with the practice of Colleges, or with their relationship with their Fellows and other members, more than is reasonably necessary to achieve its purpose.
5. In redressing imbalance, the first priority of the Scheme is to provide at least a single UTO resource in any subject area to Colleges wanting one. Beyond that, priority is determined by the need of Colleges measured by their student numbers in the subject concerned.
6. The Scheme provides reasonable freedom to UTOs in the choice of a College at which to accept a Fellowship. The constraints of the Scheme rest with Colleges and, while inevitably affecting them, UTOs are not subject to any sanctions within the Scheme.