

AGENDA ITEM 13**Report of the Academic Staffing Committee****14.2 Report of the Academic Staffing Committee meeting held on 14 February 2007**

The Committee met on 14 February 2007 when there were present: The Chair (Professor C Murphy) presiding, Professors S Andrews, D Armstrong, G Hancock, G Pearson and B Sutton, Associate Professors R Ewing, P McCallum and B McDonald, and Mr S Malcolm. Professor C Armour and Ms M Kemmis were in attendance.

14.2.1 Recruitment and Selection of Academic Staff

The Committee noted that there were growing concerns regarding the current recruitment practices for academic positions. Some of the concerns raised were:

- the new arrangements where Level D and E staffing was handled by one group of recruiters and the remaining levels handled by a different group of recruiters was confusing;
- there is a lack of knowledge of University processes amongst some recruitment staff;
- the emphasis was switching from identifying vacancies to identifying individuals to be attracted to the University;
- academic staff were increasingly being sidelined in the shortlisting process for academic positions; and
- Sydney Recruitment appeared overly confident at recruiting staff's ability to make nuanced decisions on academic matters.

Recommendation

That the Academic Board note:

- (1) *the Academic Staffing Committee's concerns regarding current recruitment practices for academic positions; and*
- (2) *that the Chair of the Academic Board will in turn raise these concerns with the Provost and Deputy Vice-Chancellor.*

14.2.2 Promotion of NH&MRC and ARC Fellows

The Committee considered a report from the Pro Vice-Chancellor (Research) regarding the University's promotions policy and procedures and their application to staff holding NH&MRC or ARC fellowships.

Both the NH&MRC and ARC schemes had their own promotion processes, but the current wording in the University's promotion policy implies that NH&MRC Fellows should be excluded from the University's promotion rounds. This exclusion was not applied consistently across the University, and was not applied at all at other major Australian universities. She recommended that the policy be amended to delete any reference to the exclusion of NH&MRC Fellows and advise current NH&MRC Fellows of the amendment. The Committee was assured that those faculties which would be affected by the change had been contacted and were in support of the proposed amendment.

The Committee endorsed the suggested amendment to the promotions policy and agreed to recommend the acceptance of the amendment to the Provost and Deputy Vice-Chancellor.

Recommendation

That the Academic Board recommend to the Provost and Deputy Vice-Chancellor that nothing in the promotion policy should be interpreted as preventing NH&MRC

and ARC Fellows from participating in the existing University promotion procedures, as set out in the report presented.

14.2.3 Terms of Reference *(pages 13-14)*

The Committee approved an amendment to the terms of reference to replace references to the Deputy Vice-Chancellor (Infrastructure) with the Chief Operating Officer and Deputy Vice-Chancellor. It was also agreed that point 10 in the terms of reference would be expanded to include the Provost and Deputy Vice-Chancellor.

Recommendation

That the Academic Board approve the amended terms of reference for the Academic Staffing Committee, as set out in the report presented.

14.2.4 Proceedings of the Sub-Committee

The Academic Staffing Committee further discussed the proposal for a Charter of Academic Freedom including again whether such a document was desirable. There was a strong view that such a Charter was indeed desirable so the Sub-Committee considered a draft provided by the Chair which had previously been shown to the full Academic Board at its last meeting of 2006 and some amendments and additions to that draft were considered.



The University of Sydney

Academic Staffing Committee

Purpose

The Academic Staffing Committee advises the Academic Board about resolutions, policy and procedures relating to academic staffing at the University.

Terms of Reference

1. To advise the Academic Board and the Chief Operating Officer and Deputy Vice-Chancellor (Infrastructure) on academic staffing policies which will support the attraction, retention and promotion of outstanding academic staff.
2. To develop, recommend to the Academic Board and regularly review resolutions, policy and procedures supporting the University's strategic objectives in relation to academic staff.
3. To develop, oversee and monitor processes for the effective implementation of academic staffing resolutions, policy, procedures and good practice.
4. To monitor issues relating to quality in relation to academic staffing, and to make recommendations to the Academic Board as appropriate.
5. To investigate strategic, operational and resource issues in relation to academic staffing policies, and to provide advice to the Chief Operating Officer and Deputy Vice-Chancellor (Infrastructure) and/or Academic Board as appropriate.
6. To obtain information or reports from any Faculty, School or Department, or other academic unit on academic matters relating to academic staff.
7. To refer to other committees, as appropriate, comments or recommendations about matters concerning academic staff.
8. To receive regular reports from, and provide advice to the Chief Operating Officer and Deputy Vice-Chancellor (Infrastructure) on the development of resolutions, policy and procedures relating to academic staffing.
9. To provide regular reports on its activities under its terms of reference to the Academic Board.
10. To consider and report on any matter referred to it by the Academic Board, the Vice-Chancellor, the Provost and Deputy Vice-Chancellor or the Chief Operating Officer and Deputy Vice-Chancellor (Infrastructure).

Constitution

Ex Officio Members

1. the Chair of the Committee, appointed biennially by the Academic Board;
2. the Chair of the Academic Board, or nominee;
3. the Chief Operating Officer and Deputy Vice-Chancellor (Infrastructure), or nominee;
4. the Provost and Deputy Vice-Chancellor, or nominee;
5. the Director, SydneyPeople;

Appointed Members

6. three Deans appointed biennially by the Chair of the Academic Board on the nomination of the Chair of the Academic Staffing Committee; and
7. six academic staff members appointed biennially by the Chair of the Academic Board on the nomination of the Chair of the Academic Staffing Committee.

Co-opted Members

8. The Committee may co-opt up to four members. Co-opted members may be selected from the members of the Academic Board or the wider University community or may express interest directly to the Chair of the Committee, but must have an interest and/or experience in issues considered by the Committee. The term of office of members co-opted by the Committee shall be specified at the time of co-option and such members shall have all rights and privileges of other members.

Frequency of meetings

The Committee shall meet at least five (5) times a year.

Quorum

A quorum for a meeting of the Committee shall be four (4) members.

Approved/Revised

Academic Board, 16 October 2002

Last revised 15 November 2006

Committee secretary

Nominee of the Director, SydneyPeople