

AGENDA ITEM 14**Report of the Academic Staffing Committee****14.2 Report of the Academic Staffing Committee meeting held on 28 March 2007**

The Committee met on 28 March 2007 when there were present: The Chair (Professor C Murphy) presiding, Professors D Nutbeam, D Armstrong, G Hancock, B Sutton, I Ramzan, Mr. J Dyer, Mr. S Malcolm, Ms L Proude and Ms L Wells were in attendance.

14.2.1 Charter of Academic Freedom

H2

The Committee considered a further draft of the Charter of Academic Freedom prepared by the Chair. After some discussion it was agreed that this draft be presented to the Academic Board for endorsement. The Committee strongly recommends that the Academic Board, in addition to this endorsement, present the Charter to Senate for its endorsement.

Recommendation

That the Academic Board:

- (1) *endorse the Charter of Academic Freedom and*
- (2) *recommend that Senate also endorse the Charter of Academic Freedom.*

14.2.2 Proceedings of the Academic Staffing Committee**(1) Report of the Chair**

The Chair provided the committee with an update regarding his discussion with Professor Carol Armour, Pro Vice Chancellor (research), about research-only promotion. Broader promotion procedures were discussed for research only academics and if this were to be a separate process it was asked whether teaching-only promotion should also be a separate stream. The Chair felt that one procedure to accommodate all three streams would be strongly advised.

(2) Other Items

Discussion took place regarding the role and suitability of academic board reviews, the establishment and sharing of best practice within Faculties, and the role PM&D has to gauge the employment experience.

Mr John Dyer introduced the concept and benefits of a Staff Engagement Survey to the committee and the ASC supported the concept of the Staff Engagement Survey.

Mr Dyer addressed the issues regarding *SydneyRecruitment* and informed the Committee that practice is improving to date 700 people within the University have been placed by *SydneyRecruitment*. Mr Dyer spoke of a model which could seek to improve academic recruitment, i.e. the implementation of a "face" for executive level recruitment and that this "face" was a more senior person who is the point of contact for the candidate.

CHARTER OF ACADEMIC FREEDOM OF THE UNIVERSITY OF SYDNEY

Free enquiry being necessary for the change which advances human moral and material conditions and for a democratic society :-

The University of Sydney therefore

declares its belief in human advancement through free enquiry

by affirming its institutional right and duty, and that of its individual scholars, to pursue knowledge for its own sake, to uphold that pursuit wherever it may lead and to transmit the knowledge gained through publication and discourse.

Thus, the University of Sydney, consistent with its mission and policies:

- ~ affirms the free and responsible pursuit of knowledge through research
- ~ affirms the wide dissemination of published works, artistic works and comment and
- ~ affirms the robust and principled discussion of knowledge, research and opinion

The Academic Board of The University of Sydney endorses this Charter of Academic Freedom*.

[In support of this Charter of Academic Freedom, the **Senate** of The University of Sydney affixes the university **Seal**.]