

**AGENDA ITEM 13**  
**Report of the Academic Staffing Committee****13.2 Report of the Academic Staffing Committee meeting held on 3 June 2008**

The Committee met on 30 July 2008 when there were present: The Chair (Professor B Bennett) presiding, Professors Professor G Barnes, D Day, G Hancock, C Murphy, I Ramzan and B Sutton, Associate Professor P McCallum and Mr C Streeter. Professors C Armour and Ms M Kemmis were in attendance.

**13.2.1 Promotion of Research Only Academics**

The Committee received a report from the Pro-Vice-Chancellor (Research), Professor Carol Armour, on the issue of promotion of research only academics. Professor Armour reminded members that the Committee had agreed in 2007 to make the promotions process available to research only staff. As a result of this decision, a number of issues were identified which require clarification: i) should staff be allowed, or possibly even encouraged, to move between the research only and research and teaching promotion streams; ii) should Level D and Level E research only staff be allowed to use the terms "Associate Professor" and "Professor" and iii) should research only staff be allowed to apply for promotion during the last year of any external funding? Professor Armour noted that the Committee had agreed to look at the first issue at its previous meeting.

With regard to the second issue, Professor Armour advised that some senior research only staff did not want to use the nomenclature "Principal Research Fellow" or "Professorial Research Fellow". She pointed out that it was practice to use the terms "Associate Professor" and "Professor" for Levels D and E, but that the use of these terms by research only staff was not explicitly covered by policy. Members expressed support for the use of "Associate Professor" and "Professor" by senior research only staff, although it was noted that such staff would be recorded on the HR database using the "Research Fellow" nomenclature.

There was some discussion amongst members about the criteria for promotion for research only vs. research and teaching staff, with members noting that supervision could count towards both research and teaching. Members also expressed concern that research only staff might be encouraged to use the research and teaching criteria if there were doubts as to whether they could demonstrate achievement in research at a commensurately higher level, as required under the research only criteria. It was agreed that these issues should be referred to the working party reviewing promotions processes.

With regard to the third issue, Professor Armour pointed out that staff on short-term contracts were more likely to apply for a promotion towards the end of the grant period. She suggested allowing such applications, but tying any promotion to a requirement that continued funding is obtained. There was general support in principle for the suggestion, but it was agreed that Professor Bennett, together with Professors Armour and Sutton and Mr Streeter, would look at how such a clause in the promotions policy could be worded. Professor Ramzan pointed out that any amendment should also cover academic staff on fixed-term contracts and it was agreed that this should be considered.

***Recommendation***

*That the Academic Board:*

- (1) *support the amendment of the Promotions policy, and recommend the amendments to the Provost and Deputy Vice-Chancellor; and*

- (2) *support the amendments to nomenclature, and recommend their adoption to SydneyPeople as set out in the report presented.*

### **13.2.2 Proceedings of the Committee**

#### **(1) Other Reports**

The Committee also noted:

- draft amendments to the University policy on Recruitment and Section, noting that the final revised policy would be referred to Academic Board for its advice;
- a letter from the SRC regarding student issues with contract teaching staff; and
- the report of the Academic Board meeting of 2 July 2008.