

AGENDA ITEM 14
Report of the Academic Staffing Committee**14.2 Report of the Academic Staffing Committee meeting held on 10 September 2008**

The Committee met on 10 September 2008 when there were present: The Chair (Professor B Bennett) presiding, Professors Professor G Barnes, D Day, G Hancock, C Murphy, D Nutbeam and B Sutton, Associate Professor P McCallum, and Mr S Malcolm and Mr C Streeter. Ms M Kemmis was in attendance.

14.2.1 Promotion of Research Only Academics*pages 13-14*

At its meeting of 30 July 2008, the Committee received a report from the Pro-Vice-Chancellor (Research), Professor Carol Armour, on the issue of promotion of research only academics. The proposals in this report (to allow senior research only staff to use the nomenclature "Associate Professor" and "Professor" for Levels D and E, and to allow research only staff to submit applications for promotion during the last year of a grant period, with promotion conditional on further funding being obtained) were approved by the Academic Board, but the Committee was asked to suggest amended wording for the current promotions policies and documents.

This revised wording has been developed and is submitted to the Academic Board for its approval.

Recommendation

That the Academic Board approve the amendments to the Promotions policy with effect from 1 January 2009, as set out in the report presented.

14.2.2 Proceedings of the Committee**(1) Retirement of Academic Staff**

The Committee held a discussion on this issue, noting that there were academic aspects, particularly with regard to the impact on academic staff workloads, identifying and maintaining the engagement of key academic staff, and the impact of staff retirements on research grants and ERA. The Director of SydneyPeople undertook to hold discussions with key academic managers and to report back to the Committee on this issue.

(2) Academic Career Paths

The Chair of the Academic Board, the Provost and the Director of SydneyPeople advised the Committee that the discussion paper on academic career paths had been considered at the Vice-Chancellor's work slate workshop. It was agreed at the workshop that a working party would be formed to look further at the principles outlined in the paper, with the group reporting to both the Academic Staffing Committee and the Senior Executive Group. The working party would contain representation from SydneyPeople, senior management and the Academic Board and would look at performance assessment, remuneration, work clarity and promotions. The Chair of the Academic Board, the Provost and the Director of SydneyPeople will develop a road map for the group and report back to the Committee regarding the establishment of this working party.

(3) Other Reports

The Committee also noted:

- discussions between the Chair of the Academic Board and the Director of SydneyPeople regarding Academic Board nominees;

- the formation and ongoing work of the Equal Opportunity Committee (formed by the Director of SydneyPeople) as an advisory group on equal opportunity issues for general and academic staff; and
- the report of the Academic Board meeting of 27 August 2008.

Academic promotion – proposed amendments (additions **highlighted**) to relevant Academic Promotion documents as a result of the changes recommended by the Academic Staffing Committee meeting of 30 July 2008.

(Note: there may be amendments to other HR policy/procedure documents, which SydneyPeople should follow up.)

1. Proposed amendment to the Applicant Information Statement

Section II: Eligibility

Academic Levels A-D who are on a continuing appointment or a fixed term contract that extends **at least one semester beyond the effective date of promotion to the end of the year in which the application is being made** are eligible to apply for promotion.

If the staff member's employment is not extended beyond the effective date for promotions, that is 1 January following the year the application is made, a promotion approval should not be interpreted as any undertaking by the University that an extension was intended or approved.

Fractional and conjoint appointees are expected to carry out the duties of a full time staff member at the same level, on a pro rata basis. Applications for promotion from fractional and conjoint appointees will be assessed against the same criteria in terms of opportunities available.

However, if grant funded, eligibility is dependent on the grant conditions governing the funding of employment. Academic research-only staff members may only apply under University procedures where:

- (a) the grant does not specify the classification or salary level; and
- (b) there is no general prohibition of personal promotion.

2. Proposed amendment to the Committee Guidelines and Procedures

At Section 5, following the current existing paragraph:

Approval

The approval process for each level of promotion is as follows:

- Level B** – recommendation made by the LPC for approval by the Provost and Deputy Vice-Chancellor.
- Level C** – recommendation made by an LPC comprising of more than one faculty for approval by the Provost and Deputy Vice-Chancellor. Final recommendation made by CPC for approval by the Provost and Deputy Vice-Chancellor for all other applications.
- Level D** – recommendation made by the LPC. Final recommendation made by CPC for approval by the Provost and Deputy Vice-Chancellor.
- Level E** – recommendation made by the LPC. Final recommendation made by CPC for approval by the Senate Chair Appointments Committee.

Upon promotion the following position and personal titles will apply:

	Teaching & Research <i>Position Title</i>	<i>Personal Title</i>	Research Only <i>Position Title</i>	<i>Personal Title</i>
Level B	Lecturer	As per personal status (Dr, Ms, Mrs, Mr)	Research Fellow	As per personal status (Dr, Ms, Mrs, Mr)
Level C	Senior Lecturer	As per personal status (Dr, Ms, Mrs, Mr)	Senior Research Fellow	As per personal status (Dr, Ms, Mrs, Mr)
Level D	Associate Professor	Associate Professor	Principal Research Fellow	Associate Professor
Level E	Professor	Professor	Professorial Research Fellow	Professor