

## AGENDA ITEM 13

## Report of the Academic Staffing Committee

**13.2 Report of the Academic Staffing Committee meeting held on 14 October 2009**

The Committee met on 14 October 2009 when there were present: The Chair (Professor B Bennett) presiding; Professors D Day, G Llewellyn (from 2:30 pm), A McBratney, C Murphy and I Ramzan, Associate Professor A Dunn, and Ms B Anderson and Mr C Streeter. Ms M Kemmis and Ms L Rose were in attendance.

**13.2.1 Research-Only Positions: ARC Australian Postdoctoral Fellows**

Staff in the Research Office have raised the issue of the title for ARC Australian Post Doctoral Fellowships. These cover Level A (from step 6) and into the Level B salary range. However, under the University's Research titles, while the individual receives an ARC Post Doctoral Fellowship, they are theoretically not able to call themselves "Research Fellows". The Research Office maintains that as they have been awarded an ARC Fellowship, they should be able to use the word "Fellowship" in their title.

By way of background, the University engages approximately 15 to 20 each year and would probably have about 30 such staff at any point in time.

<b>Classification</b>	<b>Research Only Staff Title</b>	
Level A	Research Associate	<i>No PhD required</i>
	Postdoctoral Research Associate	<i>PhD required</i>
Level B	Research Fellow	
Level C	Senior Research Fellow	
Level D	Principal Research Fellow	
Level E	Professorial Research Fellow	

The issue is not the title of the University position that the APD's or Professorial fellows are placed in, which will be aligned to the table above, but the personal title that they may use.

**Recommendation**

*That the Academic Board approve the use of the title Postdoctoral Fellow by members of staff holding Australian Postdoctoral Fellowships, as set out in the report presented.*

**13.2.2 Proceedings of the Committee****(1) Promotions Policy and Guidelines**

The Committee held extensive talks on the proposed amendments to the Promotions Policy and Guidelines, noting the documents had been updated to incorporate the recommendations of Academic Staffing Working Group 1 and feedback from applicants and heads of schools. A further meeting of the Committee has been scheduled to discuss the amendments.

**(2) Academic Workloads**

Members noted an article from the Times Higher Education Supplement regarding an analysis of academic workload surveys in the UK since 1945.

**(3) Other Reports**

The Committee also noted the report of the Academic Board meeting of 7 October 2009.