



The University of Sydney

Academic Board

Supplementary agenda

for the meeting on Wednesday 10 September 1997

Additional material for the agenda is set out below.

P *The following items have been starred:*

- A1. Starring
- A4. Report of the Chair, Part I:
 - Item 2. Membership of faculties and academic colleges by pro-vice-chancellors (college)
 - Item 4. NSW Government's White Paper on HSC Reform
 - Item 9. Questions on notice
- A4. Report of the Chair, Part II
- A5. Statement by the Vice-Chancellor and Principal, Part II
- C6. Report of the Academic Staffing Committee:
 - B. Second report:
 - Item 1. Draft Policy Document - Promotion of Academic Staff to Levels B, C and D
 - Item 2. Draft Policy Document - Criteria for Progression for Academic Levels A, B, C and D

additional material

Agenda page

A4. Report of the Chair

Part I

1. Report on Senate Matters *(page 1)*

Senate, at its meeting on 1 September 1997, on the report of the Academic Board:

- (1) approved the introduction of the new degrees, the Master of Philosophy (Nursing), and the Master of Midwifery, and the restructuring of the existing degree of Master of Nursing; and passed amendments to the Resolutions of the Senate relating to these degrees and the Graduate Diploma in Nursing as recommended in the report.
- (2) approved the introduction of the new degree, the Master of Science (Environmental Science), and passed the amendments recommended in the report.
- (3) approved in principle the introduction of the new degree, the Bachelor of Science (Advanced Mathematics) in 1999.
- (4) noted the Chair's report on the following items:
 - (i) Alternative Chair of the Board
 - (ii) Work in progress by Board Committees

9. **Questions on notice** (new item)

The following questions were received from Mr Kyle Oliver, former President of SUPRA, subsequent to the distribution of the agenda.

- (1) Has the Chair seen a copy of the Information Booklet "Fee-paying Undergraduate Places 1998" recently published by the University?
- (2) Was a copy of this booklet, or any draft of it, or any proposal relevant to its development, presented to the Local Fee-Paying Undergraduate Students Reference Group, of which the Chair was an appointed member?
- (3) Does the Chair agree that the complete absence from this booklet of any reference to existing or planned equity scholarship places, or to existing or planned equity-of-access provisions of any kind whatsoever, runs contrary to the spirit of the Senate's 7 April decision to approve undergraduate fees, in which the Senate extended the promise of systematic consultation with a view to development of "appropriate principles and procedures to implement this decision *taking particular account of issues of access and equity*" (emphasis supplied)?
- (4) Can the Chair, having been a member of the Local Fee-Paying Undergraduate Students Reference Group, confidently assure the Board that there will be prominent publicity of existing and/or planned equity-of-access programmes in the information submitted by this University for publication by UAC in 1997/98?
- (5) If the answer to question 4 is NO, why not?
- (6) Does the Chair concur with both of the following statements extracted from SUPRA's April 1997 "Statement of Policy on Equity-of-Access to Fee-Paying Postgraduate Courses", a copy of which has previously been provided to the Chair?
 - (a) "Just as its custodial responsibility impels a university always to pursue the highest standards of education, so too, its promotional responsibility impels it to bestow as widely and prodigiously as possible the benefits of education as a force for social enlightenment and individual liberation. While the benefits of education may legitimately be bestowed in the form of teaching and research that is calculated to advance those who are currently disadvantaged, the promotional responsibility is most fully discharged when those who would otherwise be excluded are provided with opportunities to experience directly the benefits that education brings."
 - (b) "...[I]f academic merit comes, in practice, to denote merely the attainment of prior academic qualifications which are themselves accessible only to those who are relatively socially advantaged, then its uncritical use as the standard by which every application for admission is measured will tend immediately to defeat the University's promotional responsibilities (as defined above), and also, in the long run, to undermine its custodial ones."
- (7) If the answer to question 6, in respect of either of the two statements, is NO, will the Chair undertake to ensure that the Academic Board is given the earliest possible opportunity to debate the merits of the policies underlying the statement or statements with which she does not concur?

A5. **Statement by the Vice-Chancellor and Principal**

Part I

1. **Report on Senate Matters** (page 5)

Senate, at its meeting held on 1 September 1997:

- (1) resolved that Professor David A T Siddle be offered appointment to the position of Pro-Vice-Chancellor (Research) as recommended by the Selection Committee.
- (2) resolved as recommended in relation to the annulment of a degree.
- (3) noted a report on the Group of Eight, Courses and Careers Day, the Committee for Sydney, the position of Director, Museum of Contemporary Art, the Selection Committee for the Dean of the Faculty of Law and the 1998 Budget round.

- (4) congratulated Professor K Eltis on having been awarded the Wyndham Medal for contribution to education.
- (5) noted a report on the University Private Teaching Hospital.
- (6) noted a report of a case of misconduct.
- (7) congratulated the Chancellor on having been nominated to the Constitutional Convention.
- (8) noted details on discussions with external bodies in relation to student loans.
- (9) appointed the following selection committee for the appointment of the Dean of the Faculty of Agriculture:
Ex-officio members:
The Vice-Chancellor (Chair)
The Chair of the Academic Board: Professor Ros Pesman
The Pro-Vice-Chancellor with supervisory responsibility for the Dean: Professor Don Napper
Members appointed by Senate:
 - **Three members (plus two reserves) nominated by the Faculty:**
Associate Professor R L Batterham (Agricultural Economics)
Dr P J Sharp (Department of Crop Sciences)
Associate Professor G M Stone (Animal Science)
Reserves:
Associate Professor L Copeland (Agricultural Chemistry and Soil Science)
Professor P Reeves (Microbiology)
 - **One member, external to the University, nominated by the Vice-Chancellor:**
Professor John Lovett, CEO, Grains Research and Development Corporation
- (10) approved the proposed new wing for St Paul's College subject to further discussion with the Office of Facilities Planning on access for the disabled, landscaping works and road works.
- (11) endorsed the naming proposals for the Veterinary Science Conference Centre, set out in the schedule.
- (12) approved the recommendation that the History Room in the Main Quadrangle be named the "John Manning Ward History Room".
- (13) noted the report on the establishment of the Australian Centre for Field Robotics and the Centre for Research and Teaching in Civics.
- (14) noted the report on the "Millennium Bug".
- (15) noted the report on criminal records checks.
- (16) did not pass the motion, as there was a tied vote, that the Senate Resolutions be amended, with immediate effect, to accommodate the part of the draft By-laws relating to Senate elections.
- (17) ratified the Centre Agreement, the Commonwealth Agreement and Schedules, and the Memorandum of Association and Articles of Association of CMTE Development Limited, relating to the Co-operative Research Centre for Mining Technology.
- (18) adopted the amended Guidelines for the election of candidates for honorary degrees and as honorary Fellows.
- (19) noted that the draft Code of Conduct would be considered when a meeting had been arranged with a Fellow of Senate who had indicated at the August meeting that he had some concerns with the draft.

C6. Report of the Academic Staffing Committee

B. Second report of the Academic Staffing Committee

1. Draft Policy Document - Promotion of Academic Staff to Levels B, C and D *(page 23)*

A copy of the background/context page for the Policy Document - Promotion of Academic Staff to Levels B, C and D which was e-mailed to members on Tuesday 9 September is attached separately. *(see separate enclosure)*

BACKGROUND/CONTEXT

Background	The main focus of this policy is to consolidate, streamline and improve upon the University's policies and procedures which relate to academic promotion at levels A, B, C & D.
Context	This policy has been developed as part of an overall approach to revising and consolidating academic staff support and progression policies and procedures and creating a comprehensive and integrated support and review process.
References	<p>Policies, procedures etc which will be superseded by this document and its attachments</p> <ul style="list-style-type: none">• Academic Promotions 1997 - Associate Professor / Senior Lecturer / Lecturer - Amendments to document of 1/97• Applicant information for promotion to Lecturer, Senior Lecturer, Associate Professor or Reader (1/97)• Guidelines for applicants - AB 21.8.89 Endorsed AB 19.10.92 (1/97)• Promotion Committee Procedures and Guidelines 12/96• Teaching Activities Form (1/97) <p>The following documents are incorporated / superseded by the 1997 documents above</p> <ul style="list-style-type: none">• Academic promotion information sheet (2/91, 1/92, 3/92, 1993, 1995)• Academic promotions - Associate Professor & Reader - Guidelines for members of the promotions committee (MS 18.4.91)• Academic promotions - Faculty Promotion Assessment Committees - Procedures and guidelines (MS 12.2.91, 1/92, 17.1.92, 1/94, 11/94)• Academic promotions - Information for prospective applicants (1992, 1993, 1994, 1995)• Academic promotions - New procedures (MS 19.2.91, 1.12.91, May 1992, 1993)• Academic promotions - Responsibilities of applicants in relation to their applications (13.4.92, 93)• Academic promotions - Senior Lecturer - Guidelines for members of the promotions committee (MS 18.4.91)• Appointments and promotions - Criteria for appointment/promotion to academic positions and Information for applicants (MS 23.5.91)• Associate Professorships<ul style="list-style-type: none">• Constitution and procedure of promotion committees (AB 18.4.83/18.5.87/20.3.89)• Voting procedures (AB 16.4.84/15.4.85/17.5.82/19.9.77)• Unsuccessful applications (AB 19.9.77/17.5.82)• Conditions relating to the promotion of Lecturers to Senior Lecturer (AB 19.2.79/18.2.80/17.5.82/21.3.83)• Criteria for appointment/promotion to academic positions (Reviewed following the Award Restructuring for Academic Staff and adopted by the Academic Board on 19.10.1992)• Further information regarding applications for promotion to Senior Lecturer, Associate Professor or Reader (2.12.91, May 1992, 1993)• Information for applicants - AB 21.8.89 Endorsed AB 19.10.92 (22.2.91, May 1992, January 1994, November 94, November 95)• Information for candidates and for promotion committees- Guidelines for promotion committees on the evaluation of teaching• Information for Heads of Departments, Professors and candidates for promotion to Senior Lecturer (AB 19.2.79/18.2.80/17.5.82)• Information regarding applications for promotion to Lecturer, Senior Lecturer, Associate Professor or Reader (4.1.94, 95)• Information regarding applications for promotion to Associate Professor or Reader (AB 16.12.74/16.3.81/17.5.82)<ul style="list-style-type: none">• Criteria for promotion and determination of duties (PB 20.3.72/AB 16.3.81/17.5.82/18.4.83)• Application procedure (AB 16.12.74/16.3.81/17.5.82)• New procedures for the consideration of applications for promotion (Approved AB 21.5.90, revised by Standing Committee 19.6.90, 1.4.92, 20.7.92)• Promotion to Associate Professor and Reader - Budgetary and policy considerations (PB 21.5.73/25.6.73/AB 19.9.77)• Promotions - Teaching Load Form• Readerships (AB 18.10.82/18.4.83/20.3.89)<ul style="list-style-type: none">• Constitution and procedure of promotion committees (including voting procedures)• Unsuccessful applications (AB 19.9.77/17.5.82)

Relevant industrial awards/agreements

- Academic Award Restructuring Pursuant to the Structural Efficiency Principle of the August 1989 National Wage Case Decision - Final Phase
 - Attachment B, Position Classification Standards
 - Attachment C, Position Classification Standards for Research Only Positions
- Universities and Post Compulsory Academic Conditions Award 1995

Other related policies/references

- Equal Employment Opportunity/Affirmative Action Management Plan
- Equal Opportunity and Affirmative Action Policy Statement (7.2.94)
- Delegations of authority: Part 1 Administrative functions (Senate 6.5.1996)
- Policy document on academic promotions appeals (AB 19.6.97)
- Policy document on the appointment of all categories of academic staff (AB 29.10.96)
 - Attachment 1: Policy document on the advertisement of academic staff positions
 - Attachment 2: Policy document on selection committees for academic staff positions
 - Attachment 3: Policy document on academic appointments: Related issues
- Policy on disposal of confidential referees' reports on applicants for appointment and promotion (SM 3.2.95)
- Statement of conditions of employment for academic staff (August 1994) (currently being reviewed)
- The Evaluation of Teaching - A discussion paper prepared for Academic Board by the Centre for Teaching and Learning (May 1992)

Authority/ consultation	This policy has been drafted by the Academic Staffing Committee (Professor R Pesman (Chair), Professor D Anderson, Professor S Armitage, Associate Professor R Arnold, Professor L Burgess, Associate Professor D Davey, Professor L Field, Ms S Jamieson, Dr P Whiting), in collaboration with the Personnel Policy Unit (Ms J Deitch, Ms G Deakin, Mr J Upcroft) and taking into consideration comments made by Associate Professor R Atherton, Ms H Beamish, Professor T Carney, Professor J Carter, Ms D Chinnery, Professor J Chudleigh, Professor D Cockayne, Associate Professor E Cornell, Mr J Dixon, Dr A English, Dr J George, Mrs J Hector, Professor R G Hewitt, Associate Professor E Hunt, Ms C Johnson, Associate Professor J Lea, Associate Professor J Lublin, Ms P Manly, Associate Professor A Masters, Dr P McCallum, Mr R Patman, Mr H Seers, Professor A Sefton, Associate Professor R Waterhouse, Professor D Weisbrot, Dr S West, Ms K Whelan, Dr P Whiting, Professor J A Young and the Sub-Committee of the Academic Staffing Committee, on Professional Service (Professor L Burgess (Chair), Associate Professor R Arnold, Professor J Carter, Associate Professor D Davey, Dr J George, Dr P McCallum, Ms S West).
Ownership	Academic Board
Responsible Officers	<ul style="list-style-type: none"> • Deputy Vice-Chancellor (Academic and Staffing) • Chair of Academic Board
Dates	<p>Approval</p> <p><u>By</u> Vice-Chancellor</p> <p><u>Date</u></p> <p>Date of effect:</p> <p>Proposed date of review: 31 December 1999</p>