



## SUMMARY OF THE ACADEMIC PROMOTIONS POLICY

- Staff have the option to seek promotion in one of three streams: education-focused, research-focused, or teaching and research
- Key criteria:
  - Generic attributes and responsibilities
  - Staff in research-focused roles will devote most of their effort to research in their discipline
  - Staff in education-focused roles will be recognised by the excellence and contribution of their teaching, but would normally be expected to contribute to research in either their discipline or the pedagogy of their discipline
  - Normative criteria for levels A-E
- Promotion awarded in a particular stream will not alter in any way the type of role a staff member is undertaking, whether it be teaching and research or research (as defined in the enterprise agreement). For example, someone in a teaching and research position (e.g. Lecturer or Senior Lecturer) who successfully applies for promotion in a research-focused stream does not then become a research academic. Instead, they remain in their substantive teaching and research role
- Assessment is via the Local Promotion Committee (LPC) for all levels and the Central promotion Committee (CPC) for levels D and E and Level C where an LPC has considered applications from only one faculty
- Applicants will be assessed in terms of their level of achievement at their current level of appointment and must provide evidence of the capacity to perform at the level to which they are seeking promotion and demonstrate an upward trajectory in performance that would warrant promotion to the next level
- There will be no interviews except for applications at Level E, which are compulsory
- Applications for promotion may only be submitted online by the relevant closing date NB: Late applications will not be accepted

For full policy and criteria go to [http://sydney.edu.au/provost/academic\\_promotions](http://sydney.edu.au/provost/academic_promotions), contact the Academic Promotions Unit on 9036 5198 or email [dvc.apu@sydney.edu.au](mailto:dvc.apu@sydney.edu.au).