2018 - Academic Promotions Policy & Procedural changes

Commencing in 2018 applications for promotion to Level D or E may be made under the Governance, Leadership, Engagement focussed stream (GLE-F), provided that the application has been endorsed by the relevant Dean, and approved by the Provost prior to submission of an application. Staff applying on the basis of GLE focus are expected to:

- Devote a significant proportion of their effort and focus on governance, leadership, engagement activities; and
- Demonstrate sustained engagement over a substantial period of time in governance and significant leadership roles with one or more of the University, faculty, school, discipline or community; and
- Demonstrate meaningful quality outcomes from these activities that provide benefit to the University; and
- Provide evidence of the impact these activities have had in limiting outcomes within their teaching and research portfolios.

Applicants who wish to apply for promotion in 2018 via the Governance, Leadership, Engagement focussed stream who have not registered notice of intent should contact the Academic Promotions Unit to discuss this.

**Minimum standards for promotion under the GLE focussed stream**

<table>
<thead>
<tr>
<th>Promotion sought</th>
<th>Teaching standard</th>
<th>Research standard</th>
<th>GLE Standard</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level C to D</td>
<td>Superior or Satisfactory</td>
<td>Superior or Satisfactory</td>
<td>Exceptional</td>
<td>One Satisfactory is allowable in either Teaching or Research</td>
</tr>
<tr>
<td>Level D to E</td>
<td>Superior or Outstanding</td>
<td>Superior or Outstanding</td>
<td>Exceptional</td>
<td>One Outstanding is required in either Teaching or Research</td>
</tr>
</tbody>
</table>

Applications for promotion to Level D must contain one assessor report, and two reports for Level E. Applicants are notified by email of the names of all suitable assessors (up to 3 nominees for Level D, and 4 for Level E).

If an applicant believes any listed assessor has a conflict of interest, they must provide details no later than 7 days after the initial notification. Claims of conflict will be determined by the committee Chair.

Once all conflicts have been determined the APU will obtain one assessor report for Level D and two assessor reports for Level E from among the listed nominees. Applicants will not be informed which of the nominees are contacted, and in what order.