

Version	10.1
Short description	A policy outlining Avondale's approach to academic staff promotion.
Relevant to	All academic staff (full time and part time) in ongoing positions at Avondale.
Authority	Academic Board
Policy Owner	Deputy Vice-Chancellor (Academic)
Responsible office	Office of the DVC(A)
Date approved	15 May 2024
Date effective	15 May 2024
Review due	November 2026
Related Avondale documents	Academic Staff Promotion Procedure Avondale Enterprise Agreement 2019
Related legislation	
Key words	academic, academic citizenship, associate lecturer, associate professor, community engagement, leadership, lecturer, level, professor, progression, promotion, research, senior lecturer, service, staff, steps, teaching

1. PURPOSE

- 1.1 This policy informs prospective applicants about how Avondale University (Avondale) recognises performance and leadership in academic work. Academic work includes teaching and learning, research, creativity and scholarship, academic leadership, engagement with industry, professions and community, and service to the University.
- 1.2 This policy supports the career development of academic staff through promotion to higher academic classification levels.

2. SCOPE

- 2.1 This policy applies to all full-time and part-time academic staff employed in continuing positions at Avondale University who seek promotion to:
 - a) Level B (Lecturer)
 - b) Level C (Senior Lecturer)
 - c) Level D (Associate Professor)
 - d) Level E (Professor)
- 2.2 This policy does not apply to:
 - a) fixed term, casual or sessional academic staff;
 - b) vocational education & training staff; or
 - c) professional and general staff.
- 2.3 Applicants for promotion should normally have held a position at Avondale for a minimum of one year prior to seeking promotion.

3. REFERENCES

- 3.1 This policy should be read in conjunction with:
 - Academic Staff Promotion Procedure
 - EEO Policy, Recruitment and Selection Policy, Recruitment and Selection Procedure, Code of Conduct, Advanced Study Policy, Privacy Policy, Grievance Resolution Policy, and Research Leave Policy.

4. DEFINITIONS

- 4.1 The Definitions section of the Academic Staff Promotion Procedure defines terms applied in the procedure.

5. POLICY STATEMENT

- 5.1 Avondale seeks to attract, retain and develop very high quality staff to achieve the University's strategic goals. As part of this commitment, it seeks to encourage, by way of promotion, those members of academic staff who demonstrate outstanding qualities in performing their responsibilities.

- 5.2 The University will recognise and reward sustained academic excellence through a transparent and consistent process of promotion. Promotion will be awarded based on evidence of the quality of outcomes and impact of contributions, aligned with the University's mission, purpose and strategic goals in each of the three areas of:
- a) teaching;
 - b) research and scholarly activity; and
 - c) academic citizenship (including service, leadership and engagement).
- 5.3 Academic staff may apply for promotion through one of three promotion categories, as follows:
- a) Teaching and Research Academic
 - b) Teaching Focused Academic
 - c) Research Focused Academic
- 5.4 Academic promotion at Avondale University will be based on the following principles:
- 5.4.1 Academic promotion criteria will be consistent with selection criteria, probationary review criteria and the University's Professional Learning Journey (PLJ) process, including Avondale's commitment to its core purpose, mission and values.
- 5.4.2 Applications are judged on their merit, based on the evidence provided in their applications. The Academic Promotions Committee's decision will be guided by: comparative benchmarking, including where appropriate the involvement of independent external assessors in addition to referees; the Minimum Standards (MSALs) outlined in the current Avondale Enterprise Agreement; and the requirements of the Academic Staff Promotion Procedure. There are no quotas on the number of academic staff promoted annually.
- 5.4.3 The academic promotion process will assess applications on the evidence provided about the quality, outcomes and impact of their contribution under each area.
- 5.4.4 The academic promotion process will be based on demonstrated performance, relative to opportunity, and will actively encourage applications from under-represented groups.
- 5.4.5 Evidence for promotion will be assessed over an academic staff member's entire career, however more emphasis will be placed on achievements, outputs and impact in the period since last promotion or appointment to the current academic classification level, taking into account the work that the staff member has been required to undertake by the University.
- 5.4.6 The University values the diversity of its academic workforce. Equality of opportunity forms the basis of conferring all forms of employment benefits at the University, including promotion.
- 5.4.7 Academic staff will be provided with appropriate advice and support in the preparation of applications for promotion and will receive clear and timely feedback on the outcomes.
- 5.4.8 In the case of a successful promotion outcome, it is the responsibility of the relevant academic unit to fund the salary costs attributed to promotion. This will also apply in the case of staff holding positions where salaries are paid by external funding bodies.

5.4.9 All staff involved in promotion processes will uphold the principles of confidentiality and privacy.

6. PROCEDURE

6.1 The Academic Staff Promotion Procedure supports this policy by outlining the criteria and application process for academic staff promotion.

Table of amendments

Version Number	10.1	Replaces Version	10.0, November 2017
Date Published	15 May 2024	Scheduled Review Date	November 2026
Approving Body	Academic Board	Approval Date	15 May 2024
Policy Owner	DVC(A)	Date first introduced	August 2007
Short description of amendment	V10.1 Replaced 'Provost' role with Deputy Vice-Chancellor (Academic) V10.0 Policy reviewed, and major updates made. Split into separate Policy and Procedure. Approving authority changed from HR sub-committee of Council to Academic Board.		