Education Focused Academic Role
Session Outline

> Provide background and context information for an Education Focused Academic Role
> Provide an overview of UTS proposals for an Education Focused Academic Role
> Discussion / feedback / comments
Academic Careers Project - Why?

> Sector/UTS issues: retirements; attractiveness; PhD completions; competitive employment market; nature of academic work broader and more complex (specialisation needed)

> UTS Workforce Planning priorities:
  - increase and diversify the pipeline for new career academics to expand the potential pool
  - facilitate the growth and development of future workforce capability from within
  - redefine academic roles and career paths as **current structures will not fully deliver UTS’s future workforce needs**
Bexley, James and Arkoudis, *The Australian Academic Profession in Transition* (commissioned report prepared for the DEEWR), Sept 2011 says:

“A more explicit differentiation of academic work roles in recruitment, position descriptions, nomenclature and promotion policies to foster and support greater role specialisation is needed”

“Ensuring that excellence in teaching is defined and recognised and is a viable path to progressing through a successful career will be an essential element in achieving an effective differentiation of academic work roles”
A phased future-focused project involving comprehensive review of:

1. academic career structures
2. promotion and progression
3. performance / work planning
4. reward and recognition
5. professional and career development
Background – Academic Careers Project

> Initially part of Government Sponsored ATN Universities Workplace Productivity Project
> UTS-specific work commenced mid 2010
> UTS Academic Career Background Paper published Nov 2010 – includes literature and sector analysis
Background – Academic Careers Project

> Development of Academic Career Framework proposals (various iterations) through a consultative process involving Executive, academic managers, Academic Board, focus groups of academic staff, other stakeholders. Includes career profile options for Integrated (teaching & research), Research Focused & Education Focused.

> September 2012 - VCC gives support to introducing the Academic Careers Framework in stages (rather than as a whole), starting with Education Focused Academic Roles.
Academic Roles at UTS

> Teaching and research (*the ‘norm’ for UTS – majority of academic staff*)

> Specialist roles:
  
  – *Research Focused*

  – *Academic Management* – eg Deans, Associate Deans, Heads

Education Focused Academic Role is proposed as a new specialist role
Education Focused Academic Role

> Faculty/Dean to determine how many (if any) to be available based on projection of workforce profile required to meet Faculty and University strategic objectives and budgets
> EF staff will contribute to all 3 areas of academic activity – with a predominant focus in teaching and educational development
> EF may be appropriate for an academic staff member with an industry or clinical background
> Will be recognised as a specialisation for promotion
Education Focused Academic Role (cont)

> May be appointed at any Level from Level A to Level E

> Appointment via external/internal recruitment or movement from a teaching and research role to an education focused one and vice versa

> Level descriptors set out for each academic level:
  – qualifications
  – complexity and impact of the role
  – performance expectations within the 3 areas of academic activity
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<th>Education Focused Academic Role (cont)</th>
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<td>Teaching and educational development</td>
<td>60 to 85%</td>
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<td>Research, scholarship, creative works and/or the advancement of knowledge</td>
<td>5 to 30%</td>
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<td>Engagement and partnership, and Academic management and service to UTS</td>
<td>10 to 35%</td>
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Next steps

> Finalise Education Focused Academic Roles Directive including further consultation as appropriate with key stakeholders

> Alignment of Academic Promotion Directive and Progression from Level A-B Guidelines to recognise Education Focused Academic Roles

> Approval process – VC approves
Further information and feedback

> Speak with your Dean
> Speak with core members of the project team
>   - Jenny Edwards - Lisa Carroli
>   - Jo McKenzie - Gloria Blondé
> Written feedback to Lisa.Carroli@uts.edu.au by 1 March 2013