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November 2020



UNIVERSITY  
OF WOLLONGONG  
AUSTRALIA

# University of Wollongong

Learning and Teaching	Research	Governance and Service
<p><b>Level 4</b></p> <p>Global Leader in L&amp;T</p>	Level 4	Level 4
<p><b>Level 3</b></p> <p>Similar + National Leadership</p>	Level 3	Level 3
<p><b>Level 2</b></p> <p>Skilled and Collegiate Teacher</p>	Level 2	Level 2
<p><b>Level 1</b></p> <p>Effective Teacher</p>	Level 1	Level 1

Academic Level	Standard Academic Teaching/Research Positions	Specific Academic Position/ Individual Job Description
<b>A</b>	Level 1 in Learning/Teaching or Research	Level 1 in area of focus
<b>B</b>	Level 1 in Learning/Teaching Level 1 in Research Level 1 in Governance/Service	Level 2 in area of focus Level 1 in another area
<b>C</b>	Level 2 in Learning/Teaching or Research or Governance/Service Level 2 in another area Level 1 in the remaining area	Level 3 in area of focus Level 1 in another area
<b>D</b>	Level 3 in Learning/Teaching or Research or Governance/Service Level 2 in another area Level 1 in the remaining area	Level 3 in area of focus Level 2 in another area OR Level 3 in area of focus Level 1 in each of two other areas
<b>E</b>	Level 4 in Learning/Teaching or Research or Governance/Service Level 2 in another area Level 1 in the remaining area OR Level 3 in Learning/Teaching or Research or Governance/Service Level 3 in another area Level 2 in the remaining area	Level 4 in area of focus Level 2 in Governance/Service Level 1 in Research

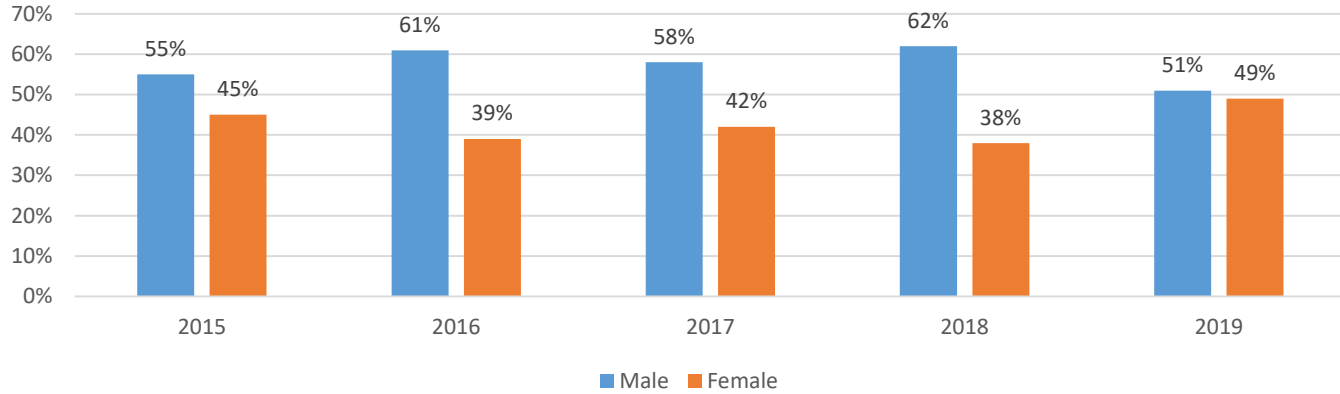
# How it works

- Candidates choose how their application for promotion should be assessed by nominating specific levels against each of the three areas
- Candidates justify and nominate 3+ referees (University chooses two)
- Faculty/School nominates and justifies 3 other independent external assessors
- Assessment process:
  - Faculty promotions committee – Chaired by Dean
  - Central promotions committee (levels D & E) – Chaired by SDVC and VC respectively
- Staff development training – how to apply for promotion
- Appeals Process

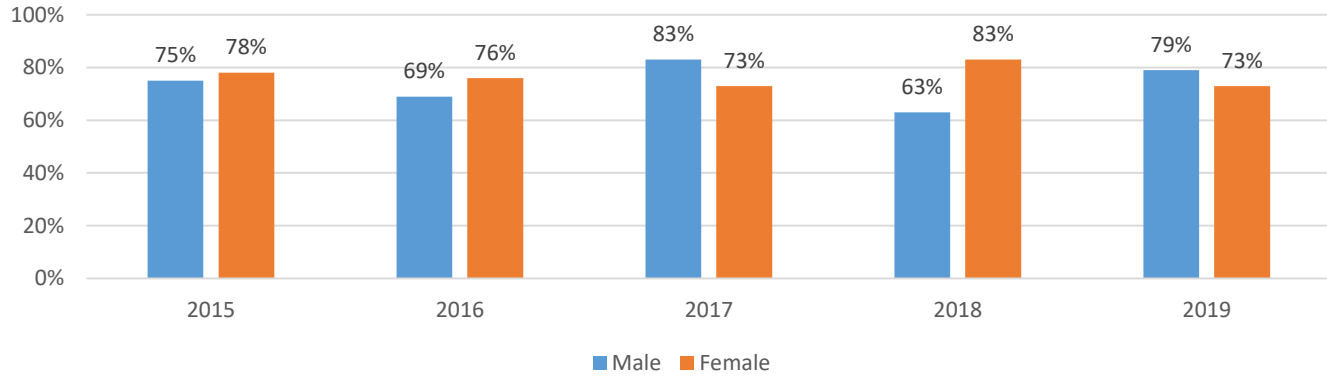
# 3: 3: 2 Rating for Level E Applications (Success Rate)

Year	No. of applications under the new weighting category	No. of applicants male & success rate	No. of female applicants & success rate	No. of successful applications
2018	7	2 (0%)	5 (80%)	4 (58%)
2019	6	2 (100%)	4 (25%)	3 (50%)

### Promotion Applications by Gender 2015-2019



### Promotion Success by Gender 2015 -2019



# Ongoing improvements

- Annual lessons learnt reporting and refinements
- Continue to roll out promotion framework across off-shore campuses
- Now in the process of embedding (more explicitly) institutional culture and values in the performance framework to ensure that we reward staff who effectively contribute towards a collegiate, collaborative work environment (such as participating in the staff mentoring/coaching program etc.)