Appointment of



Mid-career and Senior

Fellows

Policy

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# Purpose

#### This **Policy** defines the commitment of the University to provide ongoing teaching and research positions to academics of Level C and above who win various mid-career and senior Fellowships.

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# Scope

## Institutional Scope

#### The scope of this Policy applies to the entire **University**.

## Individual Scope

#### The scope of this Policy applies to **Employees** who are recipients of Fellowships noted in the definitions or subsequent forms of Fellowships which provide funding for at least four years for academic of level C and above.

# Recruitment of Fellows

#### Fellowships are often used as a means of attracting outstanding researchers to the University. As with the recruitment of any Employee, the appointment must align with the strategic direction and workforce planning of the faculty and of the University.

#### The relevant Head of School and the Dean of the Faculty must be involved in the recruitment process.

#### The Fellowship application must be accompanied by a business plan agreed by the school and faculty for the term of the Fellowship and approved by the Dean. The plan should detail —

##### the role of the Fellow in the school, centre or institute;

##### a breakdown of the school and University’s financial contribution to the appointment, including infrastructure and support; and

##### a strategy for sustaining the appointment on completion of the Fellowship.

# Nature of Employment while Receiving a Fellowship

#### As leaders within the **University Community**, Fellows are expected to participate fully in the life of the University and demonstrate their commitment to collegiality and service.

#### All Fellows should form a strong relationship with the academic school that represents their core discipline.

#### All Fellows seeking transition to ongoing teaching and research positions are encouraged to develop a teaching portfolio and are expected to contribute to teaching. If the Fellowship does not cover the full employment costs of the Fellow, the Fellow will be required to undertake other roles within their school or centre as permitted under the funding rules of the funding agency, including but not limited to teaching, proportionate to the University 'funded' component.

# Status on Completion of Fellowship

#### Applicants who win Fellowships who are existing tenured or tenurable Employees, will have automatic reversionary rights to their substantive ongoing teaching and research appointment at the end of their Fellowship.

#### Applicants who win Fellowships at a higher level than their substantive position are eligible to retain the higher level ongoing position without a formal promotions application provided their performance meets the expectations of the University, as determined through the faculty’s performance standards and formalised through the Staff Appraisal.

#### Existing fixed term Employees or those who commence at the University as a consequence of a Fellowship, may be offered an on-going teaching and research appointment at the end of their Fellowship, subject to the following —

##### the academic has shown a commitment to making a contribution to the broader goals of UWA and to further their career at the University;

##### there is a plan in place between the academic, the relevant research institute or centre, school and faculty to develop the academic’s teaching expertise and to provide the opportunity for the transition to a teaching and research role;

##### adequate progress has been made in following that plan, documented through the Staff Appraisal process; and

##### the academic’s performance meets the expectations of the University, as determined through the faculty’s performance standards and formalised through the Staff Appraisal process.

#### The nature of the teaching and research position will be negotiated with their affiliated school.

# Termination Provisions

#### In the event that the academic has been unable to secure further research funding or to equip themselves to transition to a teaching and research role, the termination provisions of the University’s Academic Staff Agreement, as varied from time to time, will apply.

Breach of Policy

#### Failure to comply with this Policy by a member of the **University Community** may be considered a breach of the Code of Conduct and may result in disciplinary action.

Definitions

**Employee** is defined in the Policy Framework Policy.

**Fellow** included in the title means an emphasis on teaching rather than research; - the person will be eligible for appointment to an assistant professorship or above.

**Policy** is defined in the Policy Framework Policy.

**University** is defined in the Policy Framework Policy.

**University Community** means all individuals who engage in University Activity and/or use University Property.

End