



PROFESSORIAL CAREER STRUCTURE POLICY

Date first approved:	Date of effect:	Date last amended: (refer to Version Control Table)	Date of Next Review:
1 December 2013	1 December 2013	May 2019	23 March 2023
First Approved by:	University Council		
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Responsible Division & Unit:	Human Resources Division		
Supporting documents, procedures & forms:	Application form for Senior and Distinguished Professor University of Wollongong (Academic Staff) Enterprise Agreement, 2019		
Relevant Legislation & External Documents:			
Audience:	Public		

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1 Purpose of Policy

1. The University is committed to providing career pathways and recognition for our more exceptional academics to realise their professional aspirations and build our capacity to drive the University's world class research.
2. In an increasingly competitive higher education environment, it is critical to have a comprehensive reward and recognition framework. This policy forms part of that framework. Its purpose is to provide a mechanism to formally acknowledge, reward and retain Professors at the University of Wollongong who have achieved significant distinction and high level international recognition as an outstanding leader in their field/discipline. It may also be used as an attraction strategy for the recruitment of world class professors.

2 Definitions

Word/Term	Definition (with examples if required)
Professor (P1)	Level E as per the University of Wollongong (Academic Staff) Enterprise Agreement 2011
Professor (P2)	'Senior' Professor - Nominated and appointed as per this Policy
Professor (P3)	'Distinguished' Professor - Nominated and appointed as per this Policy

3 Application & Scope

1. Under this policy Professors who:
 - a. have or are being offered a continuing or fixed-term contract of employment with the University of Wollongong; and
 - b. have attained a position as a full Professor through promotion or appointment at UOW or an internationally recognised University and who have normally held such professorial appointment for a minimum of five years; or
 - c. have been awarded the title of 'Distinguished Professor' at another internationally recognised University;

Are eligible to be considered for appointment as a P2 or P3 Professor in accordance with the procedures and criteria set out in this policy.

4 Policy Principles

1. This policy is designed to recognise the most outstanding Professors of the University who have achieved world class eminence as an academic in their field, have a sustained record of achievement and who have or will make an excellent contribution to the culture of the University of Wollongong including through leadership of more junior staff.
2. The number of P3 Professors therefore shall not normally exceed 7%, and P2 Professors 20%, of the total number of Professorial (Level E) appointments within the University.
3. Other than in exceptional circumstances any progression would be from P1 to P2 and P2 to P3, with each of these progressions typically being after a five year period.



5 Process for Nominating and Appointing a P2 or P3 Professor

1. To be eligible to be considered for appointment as a P2 or P3 Professor, a Professor must:
 - a. meet the requirements as set out under section 6 below; and
 - b. be supported by the relevant Head of School and Executive Dean on the recommendation of the Faculty Promotion Committee or the relevant selection committee.
2. Nominations for P2 and P3 Professor may be made via:
 - a. an invitation from the Senior Executive and/or Executive Deans
 - b. self-nomination.
3. The nomination must be supported by a full C.V of the nominee, including:
 - a. names and contact details of at least five referees of international standing who can attest to research and/or teaching performance;
 - b. a case addressing the criteria for appointment as set out under section 6 below; and
 - c. an overview of the applicant's academic plans for the next five years.
4. Supported nominations will be considered by a Committee comprising:
 - a. Vice-Chancellor as Chair
 - b. Senior Deputy Vice-Chancellor
 - c. Deputy Vice-Chancellor (R&I)
 - d. Minimum of one additional Deputy Vice-Chancellor
 - e. Three (3) Distinguished Professors of UOW
 - f. a Human Resources representative as Committee Secretary
 - g. EEO Observer
5. The Committee will usually meet once annually around the same time as the annual central Professorial Promotion Committee but may meet as and when required at the discretion of the Vice-Chancellor.
6. The Committee may at its discretion choose whether to interview the staff member under consideration.
7. The Committee may at its discretion nominate referees who are respected international leaders in the field and seek reports or gather other information as is deemed necessary as part of the process of assessing nominations.
8. Initially for the introduction of the P2 and P3 categories, and then in exceptional circumstances, the Vice-Chancellor may invite a Professor to become a P2 or P3 Professor.
9. New staff to the University who meet the criteria outlined below may be offered a P2 or P3 position, with the Vice-Chancellor's approval.

6 Criteria

1. Criteria for the P2 category and award of the title 'Senior' Professor:



- a. Recognised internationally for an outstanding level of sustained, significant and successful leadership achievement and contribution within their discipline
 - b. A high-performing leader of research activities, with significant success in obtaining research grants and demonstrating strong impact of research activities
 - c. Sustained high level performance in scholarship and publication, making significant contributions to their discipline within the organisation and in their field of expertise
 - d. Significant leader in inter-disciplinary research and/or teaching and learning initiatives across the organisation (for example, Global Challenges)
 - e. Successful and sustained leadership and supervision of post-graduate students and early career academics and academic staff through mentoring and collaboration
 - f. Recognition as a significant contributor to the culture of UOW demonstrating respect and valuing of people in all interactions
 - g. Appointment as a Professor (Level E) normally for a minimum of five years, with expected capacity to continue to perform in line with the above criteria.
2. Criteria for the P3 category and award of the title of Distinguished Professor:
- a. Renowned international recognition for sustained, successful and exceptional leadership achievement and contribution in their discipline, and preferably more broadly (expected to be in the top 1% of their field)
 - b. An outstanding leader of research activities, with exceptional success in obtaining research grants (including competitive national and international grants) and demonstrating excellent impact of research activities
 - c. Sustained excellent performance in scholarship and publication, making outstanding contributions to their discipline within the organisation and in their field of expertise
 - d. Highly regarded leader in inter-disciplinary research and/or teaching and learning initiatives across the organisation (for example, Global Challenges).
 - e. Outstanding and sustained leadership and supervision of post-graduate students and early career academics and academic staff through mentoring and collaboration
 - f. Recognition as a significant contributor to the culture of UOW demonstrating respect and valuing of people in all interactions
 - g. Appointment as a P2 Professor (or external equivalent) normally for a minimum of five years, with expected capacity to continue to perform in line with the above criteria.
3. For both P2 and particularly P3 categories high-level public recognition beyond the field of expertise which brings favourable recognition to the University will be well regarded. Such recognition may include:
- a. Prestigious awards and prizes e.g. Nobel Prize, Australia Prize, Prime Minister's Prize, Fields Medal
 - b. Prestigious fellowship such as a Federation or Laureate Fellowship or equivalent
 - c. Election to one of the Australian academies (such as the Academy of Science) or international academies of global standing.



7 Term of Appointment

1. Appointments will be for a period of up to five (5) years. However, professors recruited to UOW with a P2 or P3 appointment will generally be appointed to the end of the calendar year following a five year period.
2. Appointments cease on retirement or resignation.

8 Reappointment

1. A P2 or P3 Professor will be entitled to be nominated for a consecutive term/s. P2 or P3 Professors coming to the end of their term will be notified in February/March each year and invited to submit the following:
 - i. A 2-3 page document setting out their research/academic plans for the next five years and their achievements for the P2 or P3 five year term, including a numerical analysis of the research outputs, such as:
 - total papers, chapters, books published
 - publications in the past five years by paper, chapter, book (highlighting up to three of their most significant publications), and
 - current H index.
 - ii. A 1-2 page commentary on their contribution to teaching and curriculum development (for research and teaching positions) and academic governance and leadership.
 - iii. A half page commentary by the Executive Dean (or equivalent).
2. Reappointment applications are required to be submitted to Professional and Organisational Development Services, Human Resources Division by 5pm on 1 November (or next working day).
3. Applications will be considered by the Vice-Chancellor and a minimum of three Deputy Vice-Chancellors or nominees of each position. This Committee will review both the professorial title and allowance.
4. In the event that a P2 or P3 Professor does not submit a re-appointment application by the due date, or in the event the Committee does not deem the P2 or P3 Professor re-appointable, they will revert to the following position:
 - i. A Distinguished Professor (P3) will revert to a Senior Professor (P2)
 - ii. A Senior Professor (P2) will revert to a Professor (P1).

9 Conditions of Appointment

1. A P2 or P3 Professor may be paid an allowance for the duration of the term.
2. The amount of the allowance will be determined by the Vice-Chancellor who will consider factors including but not limited to salary relativities and market forces. Normally however, P2 Professors will attract a 10% loading as well as the title Senior Professor and P3 Professors a 25% loading as well as the title Distinguished Professor. These loadings will generally not be payable where a Professor already receives an equivalent or higher salary or salary loading.



10 Version Control and Change History

Version Control	Date Effective	Approved By	Amendment
1	1 December 2013	University Council	First version
2	12 July 2016	Vice-Chancellor	Title updates; minor editorial changes as marked; Addition of criteria for interactive behaviour of 'Senior' (P2) Professors; rebrand and minor formatting.
3	23 March 2018	Vice-Chancellor	Update to nomination and reappointment process
4	13 May 2019	Vice-Chancellor	Update information on term of appointment for professors recruited to a P2 or P3 appointment
5	14 May 2020	Chief Operating Officer	Update to committee membership as a result of changes in the Senior Executive