

Academic Staff Career Development Framework

|  |  |
| --- | --- |
|  |  |
| **Approving authority** | Provost |
| **Approval date** | 15 March 2017 |
| **Advisor** | Director, Human Resources |
| **Next scheduled review** | 2022 |
| **Document URL** | http://policies.griffith.edu.au/pdf/Academic Staff Career Development Framework.pdf |
| **TRIM document** | 2023/0001152 |
| **Description** | This policy sets out the framework for academic career development in the context of the University’s commitment to attract, retain, grow and develop engaged and committed high performing academic staff.  It is to be read in conjunction with the relevant Enterprise Agreement and the Academic Staff Career Development Procedures. |
| **Related documents** |  |
| [Academic Staff Career Development Procedures](http://policies.griffith.edu.au/pdf/Academic%20Staff%20Career%20Development%20Procedures.pdf)  [Academic Staff Career Development Plan](https://policies.griffith.edu.au/pdf/Academic-Staff-Career-Development-Plan.pdf)  [Academic Manager Career Development Plan](https://policies.griffith.edu.au/pdf/Academic%20Manager%20Career%20Development%20Plan.pdf)  [Griffith University Academic Staff Enterprise Agreement](http://policies.griffith.edu.au/pdf/Griffith%20University%20Academic%20Staff%20Enterprise%20Agreement%202012-2016.pdf)  [Academic Studies Program Policy](http://policies.griffith.edu.au/pdf/ASP%20Policy.pdf)  [Academic Studies Program Procedures](http://policies.griffith.edu.au/pdf/ASP%20Procedures.pdf)  [Achievement Relative to Opportunity Guidelines](https://policies.griffith.edu.au/pdf/Achievement%20Relative%20to%20Opportunity%20Guidelines.pdf)  [Code of Conduct](http://policies.griffith.edu.au/pdf/Code%20of%20Conduct.pdf)  [Delegations Policy](https://sharepointpubstor.blob.core.windows.net/policylibrary-prod/Delegations%20Policy.pdf)  [Delegations Procedure](https://sharepointpubstor.blob.core.windows.net/policylibrary-prod/Delegations%20%20Procedure.pdf)  [Delegations Register](https://intranet.secure.griffith.edu.au/secure/staff-only/corporate-governance/gu-delegations-register.xlsm)  [Performance Management of Academic Managers Policy and Procedures](http://policies.griffith.edu.au/pdf/Performance%20Management%20of%20Academic%20Managers.pdf)  [Probation Procedures for Academic Staff – Continuing Appointments](http://policies.griffith.edu.au/pdf/Probation%20Procedures%20for%20Academic%20Staff%20Continuing%20Appointments.pdf)  [Probation Procedures for Academic Staff – Fixed Term Appointments](http://policies.griffith.edu.au/pdf/Probation%20Procedures%20for%20Academic%20Staff%20Fixed%20Term%20Appointments.pdf)  [Promotion of Academic Employees Policy](https://sharepointpubstor.blob.core.windows.net/policylibrary-prod/Promotion%20of%20Academic%20Employees%20Policy.pdf)  [Promotion of Academic Staff Procedures](http://policies.griffith.edu.au/pdf/Promotion%20of%20Academic%20Staff%20Procedures.pdf)  [Academic Staff Career Development Website](https://www.griffith.edu.au/staff/human-resources/staff-information-and-resources/academic-work/information-for-staff)  [Our People Plan](https://www.griffith.edu.au/__data/assets/pdf_file/0003/1008840/our-people-plan.pdf) | |
| [[Introduction](#Introduction)] [[Scope](#Scope)] [[Delegated Authorities](#DelegatedAuthorities)] | |

1. **introduction**

*Our People* acknowledges the capability and capacity of our staff as a key strength and articulates the University’s aspirations for all staff and its deep commitment to their career development.

The University’s capacity to have an impact within our local, national and international communities depends on its ability to attract, retain, develop, and value an engaged, committed and talented workforce - both as individuals and as collaborative colleagues.

The University’s markers for success as a high performing institution include:

* an engaged and committed workforce;
* an overarching framework for the growth, development and career success of all staff that is effective in building individual and collective performance;
* a workforce of individuals who are clear about their roles, expectations and the standards expected of them and are valued for their contributions towards the University’s success;
* staff, supervisors and managers who engage in frequent and high quality conversations regarding agreed performance expectations and pathways to achieving high performance;
* staff who are influential, set high standards for themselves, take responsibility for driving their own continuous professional development and engage in regular discussions about career growth;
* reward and incentive structures that encourage and reward high performance;
* ongoing and regular support for all staff to engage in continuing professional development to build the necessary skills and capabilities required to be innovative, adaptable and agile in a fast-changing environment;
* provision of a diverse suite of leadership development programs that focus on all aspects of leading for high performance;
* consistency with the University’s [Mission, Values and Commitments](https://www.griffith.edu.au/about-griffith/vision-and-values) and [Code of Conduct](http://policies.griffith.edu.au/pdf/Code%20of%20Conduct.pdf).

Embedding the Academic Staff Development framework across the University will enable a sharper focus on our three key people strategies (Recruiting and Retaining the Right People; Developing and Engaging our People; and Valuing Diversity and Inclusion) and is one element of the University’s assurance to developing its people now and into the future.

1. **SCOPE**

This policy applies to all:

* continuing academic staff, including part time appointments; and
* fixed term academic staff, including part time appointments, who are employed for 12 months or more.

Where relevant these procedures should be read in conjunction with Probation Procedures for Academic Staff – Fixed Term Appointments and Probation Procedures for Academic Staff – Continuing Appointments

1. **DELEGATED AUTHORITIES**

Academic Staff Career Development is the responsibility of all academic staff at the University. The delegates who are responsible for assessing academic performance are set out in the [Delegations Register](https://www.griffith.edu.au/about-griffith/corporate-governance/delegations-framework), as amended from time to time.