

Academic Promotion for Levels C, D and E Procedure

Section 1 - Context

(1) This procedure details all management aspects and general conditions to be followed for the promotion of academic staff at RMIT University to levels C, D and E.

Section 2 - Authority

(2) Authority for this document is established by the [Academic Promotion Policy](#).

Section 3 - Scope

(3) This procedure applies to all academic staff employed by RMIT University in Melbourne and Vietnam currently appointed at level B, C or D who meet the prescribed eligibility requirements for promotion.

Exclusions

(4) Vocational Education and Professional staff cannot be promoted to an academic position through this process.

(5) Academic staff at level A eligible for promotion to level B should refer to the Academic Promotion to Level B Procedure.

Section 4 - Procedure

Schedule

(6) The Academic Promotion round for academic levels C, D and E will be run annually and structured to enable the announcement of promotions effective as of 1 January of the following year.

(7) Where there are legitimate circumstances for promotion to occur outside of the scheduled promotion round, an out-of-round promotion application will be permitted in accordance with the Academic Promotion Out of Round Procedure.

Eligibility

(8) Staff are eligible to apply for promotion once every two years, where they:

- a. are a continuing or fixed term academic staff member
- b. have 12 months' continuous service prior to 1 January of the year of the application
- c. meet the University-wide skill base and formal qualifications requirements (or equivalent accreditation and standing) specified for the level to which they are applying for promotion

- d. are applying for promotion to the level immediately above their substantive level unless the Vice-Chancellor determines, following a request from the applicant, and supported by the Dean/Executive Dean, that there are exceptional circumstances and that it is in the best interests of RMIT for promotion to a higher level to be considered.
- e. have achieved a manager rating of 'achieves expectations' for their current level of appointment for the year prior to the year of application, measured against the benchmarks outlined in the University Academic Expectations framework or its subsequent replacement
- f. have a current, approved performance and career plan including a workload agreement, and have participated constructively and in good faith in the University's performance planning and review process during the 12 months prior to the year of application
- g. have evidence of satisfactory professional development.

(9) Academics on parental and carer leave (paid and unpaid), long service leave, other long-term leave arrangements or career breaks are eligible to apply for promotion.

(10) Except with the approval of the relevant Deputy Vice-Chancellor (DVC) or equivalent (or nominee), academic staff are excluded from applying for promotion in the year immediately following an unsuccessful application unless there are exceptional circumstances.

(11) Promotion determinations are made to the level immediately above the applicant's substantive classification, unless the Vice-Chancellor determines, following a request from the Dean/Executive Dean and supported by the DVC, that there are exceptional circumstances and that it is in the best interests of RMIT for promotion to a higher level to be considered.

Intent to Apply

(12) To submit an application for promotion, applicants must lodge an approved Intent to Apply form by the due date.

(13) For an Intent to Apply form to be approved, applicants must provide their Dean/Executive Dean (or equivalent), and line manager if relevant, with evidence of their achievement including benchmark reports, to enable them to confirm the applicant's readiness to apply for promotion.

(14) In the following circumstances, additional evidence is required:

- a. if the applicant does not have a PhD by the Intent to Apply due date, then the applicant must present a case for equivalent accreditation and standing.
- b. if the applicant unsuccessfully applied for promotion in the previous year, then the applicant must present the panel feedback and sufficient evidence that panel feedback has been addressed and substantial progress has been made since their last application.
- c. if clause 14(b) applies, then approval is also required by the DVC or equivalent.

(15) It is within the discretion of the Dean/Executive Dean/DVC (or equivalent) whether or not to approve an applicant's Intent to Apply, based on the evidence presented by the applicant.

(16) An Intent to Apply will only be accepted after the due date with the endorsement of the DVC or equivalent (or nominee). No extension to the application deadline will be granted.

Achievement Relative to Opportunity (ARtO)

(17) Applicants may activate ARtO to address the impact of personal or work circumstances to work roles on the scope of their application, which allows them to:

- a. make a case for promotion based on a reduced number of Education or Research domain criteria and/or
- b. justify the use of modified Engagement, Education and Research benchmarks and/or
- c. be applied as a general consideration.

(18) ARtO cannot be used to exclude Engagement criteria.

(19) Applicants can activate ARtO in their Intent to Apply and requires endorsement by their Dean/Executive Dean.

Promotion Application and Evidence

(20) Applicants must submit their promotion application by the due date.

(21) In the application, applicants for promotion must demonstrate:

- a. evidence of achievement and sustained high performance at their current level
- b. evidence of satisfactory performance at the level to which promotion is sought; and
- c. organisational citizenship and alignment to the mission, values and strategic goals of RMIT.

(22) Applicants must base their application on evidence of significant achievements since their last promotion at RMIT, or since appointment to their substantive level at RMIT, whichever is more recent.

(23) Applicants must respond to the criteria outlined in the University Academic Expectations framework or its subsequent replacement and address the benchmark performance standards therein.

Dean/Executive Dean Report

(24) The Dean/Executive Dean (or equivalent) must provide a written report as part of the applicant's promotion submission, commenting on achievement against the criteria and benchmark performance standards, and any other relevant matter. This report may be developed in consultation with other senior academic members from the applicant's School or discipline.

(25) If the Dean/Executive Dean or equivalent indicates that they do not support the application, the applicant has a right of reply and may submit a one-page rejoinder within five (5) working days of receiving the written report.

Committees

(26) All applications for promotion to Level C, D and E will be considered and assessed by the following Academic Promotion Committees formed under the authority of the Deputy Vice-Chancellor Education:

- a. college-level Academic Promotion Committees to consider applications for promotion to Levels C and D
- b. a Central Academic Promotion Committee to consider applications for promotion to level E
- c. University Academic Promotion Committee (UAPC) to review the Academic Promotion Committee recommended outcomes and make promotion recommendations to the Deputy Vice-Chancellor Education
- d. University Academic Promotion Appeals Committee (UAPAC) to consider appeals on the grounds of eligibility and procedure.

Appeals

(27) Applicants can lodge an appeal against an Intent to Apply decision or a promotion outcome on the grounds specified in the [Academic Promotion Procedure - Appeals](#).

Status and Details

Status	Historic
Effective Date	19th October 2020
Review Date	1st March 2021
Approval Authority	Chief People Officer
Approval Date	24th July 2020
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Policy Owner	Gaynor Witts Chief People Officer
Policy Author	Gaynor Witts Director, Organisational Development
Enquiries Contact	People Partnering, Talent and Workplace Design