

Academic Staff Career Development Framework

Approving authority	Executive Group
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Advisor	For advice on this policy, contact the Senior Consultant , Performance & Capability Human Resources (07) 373 58113
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Document URL	http://policies.griffith.edu.au/pdf/Academic Staff Career Development Framework.pdf
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Description	<p>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.</p> <p>It is to be read in conjunction with the relevant Enterprise Agreement and the Academic Staff Career Development Procedures.</p>

Related documents

[Academic Staff Career Development Procedures](#)
[Academic Staff Career Development Plan \(Word\)](#)
[Academic Staff Career Development Plan \(PDF\)](#)
[Griffith University Academic Staff Enterprise Agreement](#)
[Academic Studies Program Policy](#)
[Academic Studies Program Procedures](#)
[Code of Conduct](#)
[Performance Management of Academic Managers Policy and Procedures](#)
[Probation Procedures for Academic Staff – Continuing Appointments](#)
[Probation Procedures for Academic Staff – Fixed Term Appointments](#)
[Promotion of Academic and Research Only Academic Staff Policy](#)
[Promotion of Academic Staff Procedures](#)
[Promotion of Research Only Academic Staff Procedures](#)
[Academic Staff Career Development Website](#)
[Staffing Delegations: Academic Groups](#)
[Our People Plan](#)

[\[Introduction\]](#) [\[Scope\]](#) [\[Delegated Authorities\]](#)

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](#) and [Code of Conduct](#).

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.

2. 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.

3. DELEGATED AUTHORITIES

Academic Staff Career Development is the responsibility of all academic staff at the University.

Responsibility for academic staff is set out in the Academic Staff Career Development Procedures.

Responsibility for academic managers is set out in the [Performance Management for Academic Managers Policy and Procedures](#).