

Academic Probation Procedures Assistant Professors

1. Introduction

This procedure describes the University's processes for probationary periods for academic staff, specifically the review and confirmation of individual probationary requirements.

Academic probation supports the University's value of pursuing excellence, by allowing the new academic to develop skills in teaching, research and administration, within a plan where targets reflect institutional priorities and personal developmental goals.

For the institution, it provides time to assess the capability and commitment of the individual for an academic career and to provide support in realising his or her potential.

This may apply to some, but not all, Assistant Professors at Grade 7 or Grade 8 and on occasion Grade 9.

2. Procedure for Setting Targets

2.1 Probationary Targets

When a decision is made to appoint a new Assistant Professor, a decision against the following criteria should be taken by the Head of School/Institute, in conjunction with relevant Dean, as to whether the individual should be subject to probation. All persons appointed as Assistant Professors will automatically serve probation unless:

- (i) The person has successfully completed probation in a University.
- (ii) The person previously held an academic appointment, at an equivalent level, in another recognised University. In this case, a reduction in the length of probation, or a decision that no probation is required is made by the Head of School in conjunction with the relevant Dean. This should be counter-signed by the Deputy Principal (External Relations) at the time the contract generation form is completed.
- (iii) The individual has an otherwise extensive and relevant research, scholarship or experiential career portfolio in an organisation similar to higher education.

Note:

Fixed Term contracts: Individuals appointed to Assistant Professorships but on a fixed term basis will normally be treated as on probation for the duration of their contract. This will include the requirement for targets to be set for the period of the appointment and for some training in learning & teaching and research from the range of provision offered by the University. If the individual is later moved to an open-ended contract, their service on a fixed term contract will be taken into account towards completion of probation.

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