Academic Promotion Policy

1 Purpose

To outline the principles for academic promotion.

2 Scope

This policy applies to all Academic Employees who hold a continuing, contingent-funded, or fixed-term appointment of more than 12 months' duration.

3 Policy Statement

The University is committed to providing a merit-based, equitable, and transparent promotion program for Academic Employees.

4 Principles

The University's promotion program:

- recognises and rewards sustained contribution, achievement, and leadership that advances the University's strategic objectives and standing;
- recognises demonstrated high standards of behaviour and performance in line with the University's *Code of Conduct Policy* and University values of respect, integrity, and excellence; and
- provides an identifiable career pathway for Academic Employees.

Promotion of Academic Employees will be fair, consistent, and transparent based upon evidence of prior performance outcomes and expected future performance.

The principle of equal opportunity applies to all applications for promotion. The achievements of candidates for promotion are considered relative to opportunity. Due consideration will be given to career interruptions, relevant time spent in business or industry, caring or cultural commitments, and other personal circumstances impacting on performance.

It is the responsibility of the applicant to clearly make an evidenced based case for how they meet the requirements for promotion, in compliance with the relevant Academic Employee

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promotion procedure, and with regard to the *UniSQ Academic Employee Expectations Framework*.

5 References

Nil.

6 Schedules

This policy must be read in conjunction with its subordinate schedules as provided in the table below.

7 Policy Information

Accountable Officer	Chief Operating and Financial Officer
Responsible Officer	Chief People Officer
Policy Type	Executive Policy
Policy Suite	Academic Promotion Procedure
Subordinate Schedules	
Approved Date	7/7/2025
Effective Date	7/7/2025
Review Date	20/3/2029
Relevant Legislation	Enterprise Agreement
Policy Exceptions	Policy Exceptions Register
Related Policies	Code of Conduct Policy
Related Procedures	
Related forms, publications and websites	
Definitions	**Terms defined in the Definitions Dictionary**
	Academic Employee As defined in the University of So u thern Queensland Enterprise Agreement 2023 - 2026 .

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	University The term 'University' or 'UniSQ' means the University of Southern Queensland.
	Definitions that relate to this policy only
Keywords	Promotion, academic promotion, academic expectations
Record No	23/630PL

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