

Appointments Procedure - Academic Institutional Leadership Positions

Section 1 - Purpose

(1) This procedure supports the [Appointments Policy](#) by setting out the appointment criteria, process and remuneration for academic staff appointed to designated academic institutional leadership positions.

Section 2 - Policy

(2) This procedure supports the [Appointments Policy](#).

Section 3 - Procedures

Term of appointment and eligibility

(3) Subject to the terms of appointment, an academic institutional leadership appointment is normally held concurrently with an academic position.

(4) The term of appointment and eligibility for appointment is set out in the following table:

Position	Term of appointment	Eligibility
Associate Deans, Sub Deans, Associate Heads of School, Course Directors, Head of Discipline, Discipline Dean	Up to three years, or as recommended by the Executive Dean	Normally made from academic staff of the faculty who hold an appointment at Level C or above, or may be advertised externally.
Program Leads (Research Institutes), Centre Directors	Up to three years, or as recommended by the Deputy Vice-Chancellor and Vice-President (Research).	Program Lead: Normally made from academic staff of the research institute or relevant school who hold an appointment at Level C or above or may be advertised externally. Centre Director: Normally made from academic staff who hold an appointment at Level D or above or may be advertised externally. May be named in the approved business case for the Centre.
Deputy Directors (Research Institutes)	Up to five years, or as recommended by the Deputy Vice-Chancellor and Vice-President (Research). The position may be full time or fractional.	External appointment: appointment may be in conjunction with a fixed-term or continuing substantive appointment at Level C or above. Internal appointment: normally made from academic staff of the research institute or relevant school who hold an appointment at Level C or above.

(5) Appointments that are held concurrently with a substantive academic appointment may be renewed for a further period by mutual agreement. There is no limit on the number of terms a person may be appointed to an academic

institutional leadership position.

(6) Unless otherwise determined by the Provost and Deputy Vice-Chancellor (Academic) or Deputy Vice-Chancellor and Vice-President (Research), a person who is absent for three months or more is normally required to relinquish the academic institutional leadership position.

Appointment process

(7) The appointment of academic institutional leadership positions within Faculty would normally be through an internal expression of interest process from within the relevant faculty. Appointments in the research institutes and research centres may be sourced internally or externally.

(8) The delegated officer may, as circumstances require, appoint a person to act in an academic institutional leadership position.

(9) Nothing in this procedure precludes the University from filling an academic institutional leadership position by invitation.

(10) Applications for the positions are considered as set out in the following table:

Position	Committee
Faculties: Associate Deans, Sub Deans, Associate Heads of School, Course Directors, Head of Discipline, Discipline Dean	By a committee comprising the relevant Executive Dean of faculty as the presiding officer and: 1. one or more Heads of School and a senior academic from within faculty or from other faculty (for Associate Head of School or Associate Dean), or 2. members of the faculty leadership team (for Sub Dean, Course Director or Head of Discipline).
Research Institutes: Deputy Director, Program Leads	By a committee comprising of the Deputy Vice-Chancellor and Vice-President (Research) as the presiding officer and: 1. the relevant Executive Director, Research Institute and up to two other persons nominated by the Deputy Vice-Chancellor and Vice-President (Research), which may include a representative from the Research Institute Advisory Board.
Research Centres: Centre Director	May be named in the Research Centre business case approved by the Vice-Chancellor. If the named Centre Director is not incumbent, a committee comprising the Deputy Vice-Chancellor and Vice-President (Research) as the presiding officer and: 1. the relevant Executive Dean or Executive Director, and up to two other persons nominated by the Deputy Vice-Chancellor and Vice-President (Research).

(11) The holding of interviews is at the discretion of the relevant committee and in making their nomination of committee members, the delegated officer will seek gender representation and diversity of membership which has sufficient expertise in the discipline area.

Accountabilities and criteria for appointment

(12) The accountability statements and criteria for appointment of academic institutional leadership positions are linked under the Guidelines section of this procedure.

(13) These accountabilities operate in conjunction with:

- the University's [Delegations and Authorisations Policy](#), and
- the University's policy and procedures relating to the academic and related work of the University.

(14) Continuation of an appointment in an academic institutional leadership position is subject to a satisfactory annual performance review through the University's Performance Planning, Development and Review Scheme. An

appointment may be terminated by the delegated officer with four weeks' notice.

Allowances

(15) An additional allowance may be paid under the [Employment Conditions Procedure - Personal Allowances](#), based on industry or market factors on the recommendation of the Committee.

Section 4 - Guidelines

(16) Position descriptions are stated in the following attachments:

- a. [Accountability Statement and Criteria for Appointment – Sub-Dean](#)
- b. [Position description - Associate Dean \(Academic\)](#)
- c. [Position description - Associate Dean \(Research\)](#)
- d. [Position description - Associate Head of School](#)
- e. [Position description - Course Director](#)
- f. [Position description – Deputy Director](#)
- g. [Position description – Research Program Leads](#)
- h. [Position description – Centre Director](#)

Section 5 - Glossary

(17) Terms used are defined in the [Appointments Policy](#) and, for the purpose of this procedure, the following are also defined:

- a. Academic institutional leadership position – means leadership positions that are normally held concurrently with a substantive academic appointment.

Status and Details

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Unit Head	Maria Crisante Executive Director, People and Culture
Author	Lisa Forstner Director, Workplace Relations and Compliance
Enquiries Contact	Division of People and Culture +61 2 63384884