



Policy: Academic promotion

Purpose

To outline the standards which underpin academic promotions at ANU.

Overview

This policy sets out principles designed to support the holistic recognition of academic staff achievements in research/creative activity, education, service and leadership.

Scope

This policy applies to academic staff, excluding honorary conjoint appointment staff.

Policy statement

1. Academic promotion at ANU is:
 - Based upon merit, as demonstrated through a transparent and rigorous process;
 - Consistent with the recognition of equal opportunity, providing applicants with the chance to outline achievements relative to their particular circumstances;
 - Focused on the holistic recognition of the quality, productivity and impact of staff achievements in research/creative activity, education, service and leadership, aligned with ANU values as demonstrated through various forms of evidence; and
 - Not subject to quota.

2. The Academic Promotions policy and [procedure](#) is aligned with the University's [strategic plan](#), which includes all staff demonstrating the following values:
 - Academic freedom and integrity
 - Fairness and justice
 - Respecting, celebrating and learning from First Nations People
 - Safety and wellbeing
 - Truth-seeking, transparency, accountability
 - Inclusion, equity and diversity
 - Respecting collegiality

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