



# Policy: Academic Colleges, Schools and Departments

## Purpose

To outline the standards which underpin the academic organisation of ANU.

## Overview

This policy sets out the standards that define the academic structures of ANU at and below College level.

## Scope

Staff-academic, Staff-professional. Excludes ANU College.

## Definitions

**Academic Organisational Unit (AOU):** A staffed academic structure within ANU that engages in teaching and research, and which is reported to the Federal Government for statistical purposes.

## Policy statement

1. ANU Colleges, Schools and Departments are Academic Organisational Units (AOU) and have an AOU code.
2. ANU Colleges demonstrate:
  - an interdisciplinary focus;
  - strategies that are aligned with those of the University;
  - the holistic achievement of excellence in research, education and service;
  - sound corporate and academic governance of activities;
  - sound management of financial resources to sustain the holistic achievement of excellence in research, education and service;
  - sound management of human resources to ensure effective recruitment, retention and development of personnel; and

- quality assurance and quality enhancement activities which are consistent with University policies and relevant external professional and or legislative requirements and which ensure academic quality and integrity in its operations.

3. ANU Schools demonstrate:

- an interdisciplinary focus;
- strategies that are aligned with those of the University and college;
- the holistic achievement of excellence in research, education, outreach and service;
- sound academic governance of activities;
- sound management of financial resources to sustain the holistic achievement of excellence in research, education and service;
- a critical mass threshold of at least 20 FTE on continuing or fixed term appointment;
- sound management of academic staff to ensure effective recruitment, retention and development; and
- quality assurance and quality enhancement activities which are consistent with University and college policies and relevant external professional and or legislative requirements and which ensure academic quality and integrity in its operations.

4. ANU Departments demonstrate:

- a disciplinary or interdisciplinary focus;
- activities which are consistent with University, college and school strategies and policies and relevant external professional and or legislative requirements;
- the holistic achievement of excellence in research, education and service;
- sound academic governance of activities;
- a critical mass threshold of at least 15 FTE on continuing or fixed term appointment;
- sound management of academic staff to ensure effective recruitment, retention and development.

## Document information

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