



Appointment of Associate Professor (Practice) Policy

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1. POLICY PURPOSE

Current arrangements for the appointment and promotion of senior academic staff work conventionally well for 'academic' staff. Associate Professors and Professors are required to demonstrate a suitably rounded mix of Academic Leadership, Research Excellence/Leadership, Teaching Leadership, and Practice Support/Leadership.

Current arrangements do not fully accommodate the outside-in orientation that is central to Unitec aspirations. Policy on Adjunct Professors and Research Fellows affords opportunities for us to work with outstanding individuals with specialist knowledge and expertise but their status and the scope of their work is confined – they are 'adjunct' rather than included. These people provide excellent service, but it is timely to consider a complementary way to reframe the workforce.

2. POLICY STATEMENT(S)

Associate Professors (Practice) are distinguished practitioners who have had major impacts on fields important to Unitec's teaching and research programmes, and who are committed to enhancing Unitec's programmes and reputation.

Associate Professors (Practice) are fixed term renewable appointments to the staff of Unitec. They are usually for 3 years and will be at least 0.5 FTE value.

3. EXPERIENCE

Associate Professors (Practice) will:

- 3.1. Have substantial bases of recent/current and industry/community employed experience of practice, normally a minimum of 10 years, and a recognised national/international reputation for excellence;
- 3.2. Have rich and extensive knowledge in fields and disciplines related to the area/s of appointment at Unitec;
- 3.3. Have been effective leaders and effective communicators, with success in supporting/mentoring the professional development of colleagues and associates.

4. ROLES

Associate Professors (Practice) will undertake roles such as:

- 4.1. Provide possibilities for opening new areas of teaching and research/creative work, and re-evaluation and dynamic development of existing fields;
- 4.2. Contribute to programmes by providing a deeper understanding of the practical application of a particular field of study, and help promote the integration of academic scholarship with practical experience from applications professionals;
- 4.3. Serve as liaisons between Unitec, industry and other stakeholders in identifying teaching and research opportunities that support employment and societal needs;

- 4.4. Help develop business opportunities that support and enhance Unitec and its programmes.

5. APPOINTMENT PROCESS

- 5.1. Except as otherwise provided in this Policy, the procedure for the appointment of Associate Professors (Practice) will be in accordance with Unitec's Recruitment Selection and Appointment of Staff Policy and Procedures (HR1).
- 5.2. The work to be undertaken and outcomes to be achieved by the appointee will be clearly defined.
- 5.3. One of the Executive Deans will be a member of the Appointments Committee.
- 5.4. The Executive Deans will together assess whether a preferred candidate is suitable for appointment at the level of Associate Professor (Practice).
- 5.5. The Executive Deans will make a recommendation in writing to the Chief Executive. The Chief Executive will advise Executive Deans in writing of his or her decision.

6. TRANSITION ARRANGEMENT

There may be recently appointed Unitec staff in fixed term positions who seem to qualify for appointment as an Associate Professor (Practice). For such possibilities, a transition arrangement will be in place until three months following the approval of this policy.

REFERENCE DOCUMENTS

- [1] RECRUITMENT SELECTION AND APPOINTMENT OF STAFF POLICY AND PROCEDURES (HR1)

DOCUMENT DETAILS

Version:	1	Issue Date this Version:	20 February 2014
This Version Approved by:	Leadership Team	Date of Approval:	20 February 2014
Document Owner:	Executive Dean Academic Development	Document Sponsor:	Executive Dean Academic Development
Date of Next Review:	February 2017		
Date first version issued:	20 February 2014	Original Approval Body:	Leadership Team

AMENDMENT HISTORY

Version	Issue Date	Reason for Revision	Approved by
1	20 February 2014	New Policy Senior Academic Titles & Criteria	Leadership Team