

## ACADEMIC PROMOTIONS POLICY

### 1. PURPOSE

To outline the framework for promotion of academic staff through the academic ranks from lecturer to Professor.

### 2. POLICY

Promotions will be made by the University in recognition of those who have made appropriate academic contributions as identified in the [Academic Promotions Handbook](#).

### 3. DEFINITIONS

**Associate Professor:** a title recognising significant, nationally acknowledged achievement within an academic field and a significant and sustained contribution that has evidence of impact in teaching, assessment and curriculum design; research and/or practice; and academic citizenship, within the University and beyond.

**Professor:** a title recognising distinguished and internationally acknowledged academic leadership within an academic field and a sustained outstanding contribution and impact in teaching, assessment and curriculum design; research and/or practice; and in academic citizenship, within the University and beyond.

**Promotion:** is the appointment to a higher academic rank through the process outlined in the Academic Promotions Handbook.

**Senior Lecturer:** a title recognising a high level of achievement within an academic field and a sustained high level of contribution and impact in teaching and learning; research, scholarship and/or professional practice; and academic citizenship.

**Senior Lecturer Step 7:** a title recognising an advanced level of achievement in an academic field and a sustained advanced contribution and impact in teaching and learning; research, scholarship and/or professional practice; and academic citizenship within the University and beyond.

**University:** means the Auckland University of Technology (AUT) including all subsidiaries.

### 4. SCOPE

The Policy covers promotions to Senior Lecturer, Senior Lecturer Step 7, Associate Professor and Professor.

## 5. LEGISLATION AND COMPLIANCE

The University shall comply with all applicable New Zealand laws, legislation and regulations.

See also the Register of Key Legislation and specifically:

[Employment Relations Act 2000](#)

[Human Rights Act 1993](#)

[Privacy Act 2020](#)

[Public Service Act 2020](#)

[Treaty of Waitangi Act 1975](#)

## 6. RELATED PROCEDURES/DOCUMENTS

[Academic Promotions Handbook](#)

[Academic Expectations](#)

[Academic and Associated Staff Members' Collective Employment Agreement](#)

[Academic Pay Scales](#)

Policies and Procedures can be found on [TUIA](#).

## 7. DOCUMENT MANAGEMENT AND CONTROL

**Policy Owner:** Deputy Vice-Chancellor Academic

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**Review Date:** 1 June 2025

This Policy is the property of AUT.