

A message from the Deputy Vice-Chancellor (Research)

Dear Colleagues,

As we near the conclusion of 2025, I wanted to reach out to thank all staff who contributed to the creation and consultation phases for our new Academic Career Framework. A significant amount of work has gone into developing this important new component of our academic ecosystem, and your input has been invaluable in creating the final framework.

Key feedback themes from consultation

- Strong support for the overall intent and approach, including leadership focus, clarity, streamlining and inclusivity
- Identification of some information gaps and suggestions for where details could be better placed to facilitate staff review
- Key improvement called for: calibration of indicator levels (A and B felt to be too high) and clarification for components that were unclear or perceived to be ambiguous
- Recommendations to strengthen diversity, equity and inclusion through indicators, policy language, committee Terms of Reference, and by adding expertise to committees

All feedback was carefully considered and is informing final decisions for the ACF and its associated material.

Next steps

The new ACF and all associated policy material will launch in January 2026, ahead of the 2026 academic promotions cycle. A comprehensive suite of resources including guides, tools and templates will be provided via a dedicated ACF hub to support your understanding of the new Framework and how the ACF will be used to inform the promotions process. More details will follow early in the new year.

Thank you again for your contributions during 2025. Wishing you a restful and enjoyable end of year break.

Kind regards,

Ray

Professor Raymond Chan
Deputy Vice-Chancellor (Research)

Flinders University acknowledges the Traditional Owners and Custodians of the lands and waters on which its campuses are located, these are the Traditional Lands of the Arrernte, Dagoman, First Nations of the South-East, First Peoples of the River Murray & Mallee region, Jawoyn, Kurna, Larrakia, Ngadjuri, Ngarrindjeri, Peramangk, Ramindjeri, Warumungu, Wardaman and Yolngu people. We honour their Elders past, present and emerging.

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