

**From:** [Deputy Vice-Chancellor \(Research\)](#)  
**To:** [All Academic Staff](#); [All Academic Status](#)  
**Subject:** Academic Career Framework Now Available  
**Date:** Friday, 30 January 2026 4:07:59 PM

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Dear Colleagues,

As you may recall from my message late last year, extensive work throughout 2025 went into shaping what a new Academic Career Framework (ACF) could look like. I would once again like to thank all those who contributed to this important process through your contribution to focus groups, feedback sessions and the formal consultation process. Your insights have played a vital role in refining a final framework.

Since close of consultation, we have carefully reviewed all submissions, with each of these being de-identified by People and Culture before coming to senior leaders for consideration. The feedback reaffirmed strong support for the intent of the Framework, while also highlighting opportunities to improve clarity, strengthen equity and inclusion, and refine indicator levels.

This feedback directly informed the final ACF and its associated policy material, which has now been formally endorsed by the ACF Committee and Senior Executive.

The final framework is now available on the ACF [webpage](#) and comes into immediate effect.

The final Framework reflects our shared commitment to:

- Enhancing clarity and transparency across academic expectations
- Promoting equity, fairness and inclusivity
- Improving consistency in interpretation and application
- Aligning with international standards of academic excellence
- Supporting quality and impact across academic profiles, promotions and related policies

## **Implementation and Support**

As we move towards implementation, a suite of resources will be made available on the ACF Hub from early February 2026, including:

- The Framework and its associated policy material
- Details of Information Sessions and Training Modules
- Detailed guides for applicants, supervisors and committee members and
- FAQs and practical tools to support preparation for the 2026 promotions cycle

These resources have been designed to ensure a smooth transition to implementation of the new Framework and to offer support to all academic staff in understanding and applying the new Framework in their career journey.

*Additionally, a new Professional Experience to Academic Qualifications Equivalency Policy and Procedures is under development and will be made available to all staff shortly.*

## Further Information

Further information regarding the ACF Hub and the 2026 Academic Promotions process will be shared over the coming weeks.

If you have any questions in the meantime, please contact:

[AcademicCareerFramework@flinders.edu.au](mailto:AcademicCareerFramework@flinders.edu.au)

Thank you again for your continued engagement and contribution throughout this important process. Your input has shaped a Framework that strengthens, supports and empowers academic careers across the University.

Kind regards,

Ray

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Flinders University acknowledges the Traditional Owners of lands located on our campuses and centres across Australia. We honour Elders past, present and emerging on 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, Ramindjeri, Warumungu, Wardaman and Yolngu people.

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