AAUP- The Professional and Ethical Framework for Australian Academics

Theme 4- Conditions required to support academic work	**Theme 1- Academics as co-leaders**

1. *The academic body is not homogeneous:*
   • *Career-wise some groups are relatively disadvantaged in comparison to their established and on-going colleagues: (e.g., staff returning from child-care, indigenous staff, sessional staff, ECRs, those with a disability, etc.)*
2. *Institutional policies that are likely to impact on academic work need to:*
   • *Embed Academic Work Standards in Enterprise Agreements*
   • *Be developed and implemented in full consultation with the affected staff*
   • *Apply principles of Transparency & Equity*
   • *Include mechanisms for individuals to easily estimate workload that is realistic and holistic (i.e., includes teaching, research and service).*
   • *Be adequately costed and resourced.*
3. *Empower individuals with ability to negotiate reasonable performance expectations based-on the work they do.*
4. *Empower managers to get more realistic estimations & costings of staffing needs*
	1. *Universities have a unique role to serve society*
	   • *Autonomy, academic freedom and shared governance are fundamental*
	2. *Universities have two forms of leadership: corporate (managerial) and academic*
	   • *Acknowledge the vital, but fundamentally different roles played by each.*
	   • *Currently the corporate tends to dominate decision-making.*
	   • *Alienates academics and reduces the effectiveness of universities*
	3. *Risks to university effectiveness from the lack of power for academic leaders requires action to:*
	   • *Enhance power of Academic Board (Senate) to balance executive power by:*
	     • *Clear majority control by the elected membership from the academic body.*
	     • *Decision making power over resources, policy formation, etc.*
	     • *Clarify leadership role of the Professoriate*
	4. *Framework & Professional Standards need to be developed and embedded into Enterprise Agreements.*

Theme 3- Uniqueness of Academic Work	**Theme 2- Professional nature of academic work (Freidson, 1999)**

1. *The expectation to be scholarly:*
   • *Distinguishes academia from other professionals*
   • *Unites academia as a profession*
2. *Being scholarly requires autonomy and academic freedom to develop and maintain:*
   • *A deep understanding of the current state of knowledge, practices and issues in their field(s) of expertise*
   • *Take a collaborative and open-minded approach to learning*
   • *Accept the possibility of a diversity of opinion*
   • *Take a rigorous and critical approach to exploring issues related to their work, make informed decisions based on the available research evidence; and*
   • *Act with autonomy when making decisions and expressing judgements concerned with their area expertise; and*
3. *Conclusions may not necessarily support policies or proposals of those in power.*
	1. *Articulates academic work as professional work that:*
	   • *Involves specialist expertise*
	   • *Needs a high-level of autonomy*
	   • *Exercises professional judgements*
	   • *Serves a higher purpose (the good of society) and*
	   • *Applies the values of the profession.*
	2. *Professional Values:*
	   • *Altruism*
	   • *Academic freedom and intellectual integrity*
	   • *Professional autonomy*
	   • *Collegiality*
	3. *The degree of professionalism relates to power and is defined in context*

See Kenny et al. (in review)