



Version	Approved by	Approval date	Effective date	Next full review
1.0	President and Vice-Chancellor	7 January 2019	7 January 2019	January 2022
Policy Statement				
Purpose	This Policy outlines the fundamental principles to guide the relationship between Early Career Academics and the University.			
Scope	This Policy applies to Early Career Academics (ECAs), their managers, supervisors and mentors, and anyone with responsibilities related to ECAs' development and support.			
Policy Provisions				

1. Preamble

The University of New South Wales (**UNSW**) recognises the integral role of Early Career Academics (**ECAs**) in its productivity and reputation as a research and teaching intensive university. UNSW is committed to enhancing the experience of ECAs by providing a supportive and collegial work environment and a dedicated framework to deliver support services to assist their research, teaching and career development. It is expected that ECAs will work proactively to acquire the research and/or educational experience needed to be able to pursue a successful academic career, in a timely fashion.

2. Definition of ECA

The term ECA applies to employees who meet all the following criteria:

- The employee is within seven years (relative to opportunity) of having been awarded a PhD or recognised equivalent
- The employee is classified as a member of the academic staff of UNSW
- The appointment is at Level A-C.

The term ECA includes any employee who fits the requirements above, irrespective of whether the employment is:

- in a research-focused role, an education-focused role, or a combined research and education role; and
- in a continuing, fixed-term or casual position.

3. Principles

- ECAs and supervisors work collaboratively to set clear expectations and appropriate research and educational objectives for the ECA period
- ECAs are consulted on matters affecting them through appropriate and transparent mechanisms
- ECAs are represented and participate in decision-making processes at school, faculty and university levels
- ECAs participate in and are given opportunities to participate in guidance, support and mentoring activities
- ECAs participate in and are given opportunities to participate in career development opportunities, including student supervision
- ECAs are appropriately resourced to carry out their functions, irrespective of whether they are education-focused, research-focused or in a combined research and education role.

4. Relationship to ECA Support Guideline

Further guidance on how the principles outlined above should be achieved can be found in the [Early Career Academic Support Guideline](#).

Accountabilities				
Responsible Officer	Pro-Vice-Chancellor (Research Training)			
Contact Officer	Executive Officer, Office of the Pro-Vice-Chancellor (Research Training)			
Supporting Information				
Legislative Compliance	This Policy supports the University's compliance with the following legislation: Nil			
Supporting Documents	Early Career Academic Support Guideline			
Related Documents	Academic Progression Procedure Academic Progression and Enrolment Policy Academic Promotions Policy Academic Promotions Procedure Code of Conduct Conferring Academic Titles Policy Conferring Academic Titles Procedure Equity, Diversity and Inclusion Policy			
Superseded Documents	Nil			
File Number	2019/01725			
Definitions and Acronyms				
Early Career Academic	Refer to Section 2 of this Policy			
ECA	Early Career Academic			
Revision History				
Version	Approved by	Approval date	Effective date	Sections modified
1.0	President and Vice-Chancellor	7 January 2019	7 January 2019	This is a new Policy