

POSITION DESCRIPTION (ACADEMIC)

Position Title	Associate Professor		
Faculty	Faculty of Education and Arts		
School	National School of Arts		
Nominated Supervisor	Director, Western Civilisation Program	Campus/Location	McKillop Campus – North Sydney
Academic Level	Academic Level D	Academic Career Pathway	Teaching & Research
CDF Achievement Level	1 All Staff	Work Area Position Code	
Employment Type	Full-time Continuing	Date reviewed	May 2020

ABOUT AUSTRALIAN CATHOLIC UNIVERSITY

Mission Statement: *Within the Catholic intellectual tradition and acting in Truth and Love, Australian Catholic University is committed to the pursuit of knowledge, the dignity of the human person and the common good.*

At ACU we pride ourselves on offering a welcoming environment for everyone. At the same time, we are a university committed to standing for something clear. We stand up for people in need and causes that matter. ACU's Mission is central to the University and informs every area – integrating the dignity of the human person, the common good, and ethical and social justice considerations into our core activities of student learning and teaching, research and service.

We are a publicly funded university which has grown rapidly over the past few years. We're young, but we are making our mark: ranking among the top universities worldwide. We have got seven campuses around Australia, more than 200 partner universities on six continents, and a campus in Rome, Italy.

We know that our people make us a university like no other. It's your values, action and passion that makes the difference. Whatever role you may play in our organisation: it's what you do that defines who we are.

We value staff, offering excellent leave and employment conditions, and foster work environments where they have the ability grow and develop. We continue to invest in our facilities and workplaces, and actively involve staff in shaping the future direction of the organisation.

In order to be agents of change in the world, we all need to see life through the eyes of others. We believe that our role as a university is to inspire and equip people to make a difference – and that means cultivating their ability to act and think empathetically. We hope that you might champion these values, and work with us to create a place of learning that is not only the envy of the world, but the making of it.

The structure to support this complex and national University consists of:

- Provost and Deputy Vice-Chancellor (Academic)
- Chief Operating Officer & Deputy Vice-Chancellor
- Deputy Vice-Chancellor (Research)
- Deputy Vice-Chancellor (Education and Innovation)
- Deputy Vice-Chancellor (Coordination)
- Vice President

Each portfolio consists of a number of Faculties, Research Institutes or Directorates. The Vice President drives both the Identity and the [Mission](#) of the University. In addition, five Associate Vice-Chancellors and Campus Deans focus on the University's local presence and development of the University at the local 'campus' level.

ABOUT THE FACULTY OF EDUCATION AND ARTS

The Faculty of Education and Arts (FEA) comprises of two National Schools – the National School of Education and the National School of Arts - and operates across six of the University's campuses, making it home to a vibrant multicultural community of students enrolled in undergraduate and graduate programs, a wide range of arts courses and postgraduate and research programs. The Faculty is recognised nationally and internationally as a leader in teacher education, and for its rapidly rising profile in the humanities and social sciences. Operating across seven campuses including Adelaide, Ballarat, Brisbane, Canberra, Melbourne, North Sydney, Strathfield and our Rome campus in Italy, the Faculty is home to a lively, multicultural community of more than 12,000 students and offers an engaging program of teaching and research for students and staff. Through its research collaborations, student exchange programs and community engagement initiatives, the Faculty also has strong connections with international universities and an array of government, not-for-profit and private organisations.

ABOUT THE NATIONAL SCHOOL OF ARTS

The National School of Arts is a thriving intellectual community of scholars with notable teaching and/or research strengths in key disciplines in the humanities, arts and social sciences. With numerous award-winning teachers, the School offers a diverse range of programs that develop graduates who are knowledgeable and articulate and recognised for their ability to think critically, communicate effectively, and apply ethical principles to decision-making in their life and work. In research, the School has a strong and growing reputation in History, Politics and Sociology. In ERA 2018 these disciplines received a 3-rating ('at world standard'), while the University received a 4-rating ('above world standard') in Philosophy, which is situated in another Faculty. ACU was also ranked equal first in Australia for research engagement and impact in History.

Research and scholarship underpin the curriculum and teaching and shape the School's intellectual environment that values the pursuit of truth, the dignity of the human person, and the common good. ACU's recent ranking in the top 250 universities in the world for Arts and Humanities reflects the University's commitment to research and teaching excellence in core disciplines and reinforces our ambition to continue to build our national and international profile. The Faculty hosts the Institute for Humanities and Social Sciences and the staff work collaboratively within the Institute and its Centres. These centres are the Research Centre for Social and Political Change, the Research Centre for Refugees, Migration and Humanitarian Studies and the Gender and Women's History Research Centre. Through its academic staff, the School of Arts has significant national and international connections and aims to develop new affiliations that will strengthen our academic reputation into the future.

BACHELOR OF ARTS (WESTERN CIVILISATION)

Our new Bachelor of Arts (Western Civilisation) degree is a liberal arts program centred on a 'great books' approach to the study of western civilisation. The program will provide exceptional and highly-motivated students with the opportunity to explore the past, present and future of western intellectual life and culture through immersion in some of the key literary, philosophical, artistic, religious, political and scientific works that have shaped the western tradition from antiquity to the present. A distinctive feature of the program will be the Socratic method of teaching: use of intimate small group learning environments in which students will develop their ability to read critically, reason and debate openly, and speak and write persuasively. Students will learn how to think, not what to think, as they work through some of the most challenging questions of all time and develop their credentials for engaging and effective civic participation in the 21st century.

POSITION PURPOSE

The position contributes to and provides leadership in learning and teaching, in the form of lectures, tutorials and small classes, in a liberal arts program centred on a 'great books' approach to the study of western civilisation. The incumbent will provide disciplinary leadership and direction in the areas of unit design, coordination and delivery, academic administration, and build research capacity in the centre including supervision of honours and may also include Higher Degree Research students in the liberal arts. In this position, you will provide high quality teaching and learning informed by liberal arts tradition. You will also conduct and publish high-quality research in leading outlets, that enhances the University's reputation for research excellence in the humanities, or embeds the use of current disciplinary research in teaching and curriculum that: facilitates student engagement in research; encourages inquiry-based learning; and develops student understanding of research culture and skills within the discipline.

POSITION RESPONSIBILITIES

Introduction

A number of frameworks and standards express the University's expectations of the conduct, capability, participation and contribution of staff. These are listed below:

- ACU Strategic Plan 2015-2020
- Catholic Identity and Mission
- Learning For Life Framework 2014-2017
- ACU Teaching Criteria and Standards Framework
- Research Quality Standards
- Academic Performance Matrices and Evidence Framework
- ACU Capability Development Framework
- Minimum Standards for Academic Levels (MSALs)
- Higher Education Standards Framework
- ACU Service Delivery Model
- ACU Staff Enterprise Agreement including provisions in relation to Performance Excellence and Academic Career Pathways.

The following two frameworks in particular are important in understanding the expectations of an academic position and the required qualifications and capability of a position holder:

- The [Academic Performance Matrices and Evidence Framework](#) which describes the performance standards in areas of academic activity.
- The [Capability Development Framework](#) which describes the core competencies needed in all ACU staff to achieve the University's strategy and supports its mission.

All academic staff are allocated workload comprising a range of academic duties/activities that fall within the following three broad areas of academic activity in line with the relevant Academic Career Pathway and Academic Level.

- Teaching, Curriculum Development and Scholarship of Teaching
- Research
- Academic leadership/service.

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies (<u>Capability Development Framework</u>)
Teaching, curriculum development and scholarship of teaching	<ul style="list-style-type: none"> • Lead the development and delivery of engaging, high quality innovative teaching informed by reflective practice and liberal arts tradition. • Lead colleagues in the design and development of unit outlines, class plans and assessment tasks ensuring adherence to University standards and policies. • Prepare and deliver lectures, tutorials and seminars of units within the Liberal Arts program. Design and develop unit outlines class plans and conduct assessment and moderation of associated units. • Ensure students are provided with feedback and guidance, encouraging high levels of academic engagement and achievement. • Teach and supervise honours students. • Provide leadership in curriculum design and development and scholarship. Embed current disciplinary research in teaching and curriculum that facilitates student engagement with research and inquiry-based learning. • Engage in independent scholarship, research or professional activities appropriate to the discipline and level of appointment. 	<ul style="list-style-type: none"> • Collaborate Effectively. • Communicate with Impact. • Adapt to and Lead Change.
Research	<ul style="list-style-type: none"> • Conduct independent and/or team research. Publish in leading outlets. Ensure research is aligned with ACU research strategy and quality standards. • Maintain a national or international high-level research profile. • Effective supervision of honours and postgraduate students including attracting and retaining high calibre research students. • Apply for external research funding in line with ACU research strategy and consistent with level of appointment. 	<ul style="list-style-type: none"> • Be responsible and Accountable for Achieving Excellence. • Collaborate effectively

Broad area of academic activity	Key responsibilities specific to this position	Relevant Core Competencies (Capability Development Framework)
Academic Leadership and Service	<ul style="list-style-type: none"> Effectively contribute to leadership of the Program, including academic administration, quality improvement, risk management and/or governance which benefit the School of Arts, the Faculty and the University. Effective mentoring of staff within the program. Provide leadership in relation to strategically aligned, external engagement activities relevant to the Program or area of discipline expertise. Initiate and actively maintain effective relationships with external stakeholders which facilitate the achievement of the University's strategic goals. 	<ul style="list-style-type: none"> Be responsible and Accountable for Achieving Excellence. Make Informed Decisions. Know ACU Work Processes and Systems.

QUALIFICATIONS AND CAPABILITY OF THE POSITION HOLDER

Qualifications, Experience and Capability		Selection Criteria?
1.	A PhD in a key area represented within the BA (Western Civilisation)	Yes
Teaching, curriculum development and scholarship of teaching		
2.	Track record of high-quality academic teaching in the liberal arts, with strong understanding of and/or experience with the Socratic method	Yes
3.	Demonstrated capacity to lead teaching, learning and curriculum development in core areas of a Bachelor of Arts (Western Civilisation) and Honours program and related postgraduate programs.	Yes
4.	Demonstrated track record of academic leadership and staff supervision and/or mentoring within at least one area of academic activity.	
Research		
5.	A strong research profile in a relevant discipline, with a high-quality publication record and experience in effective postgraduate supervision and development of a research program.	Yes
Core Competencies		
6.	Demonstrate confidence and courage in achieving ACU's Mission, Vision and Values by connecting the purpose of one's work to ACU's Mission, Vision and Values.	Yes
7.	Demonstrated ability to work collaboratively with stakeholders internal and external to the organisation to capitalise on all available expertise in pursuit of excellence.	Yes

Qualifications, Experience and Capability		Selection Criteria?
8.	Take personal accountability for achieving the highest quality outcomes through understanding the ACU context, self-reflection and aspiring to and striving for excellence	Yes
Mission		
9.	Actively embed the University's Catholic identity within the Program's aims, programs and student experience.	Yes
Other attributes		
10.	Demonstrated commitment to cultural diversity and ethical practice principles and demonstrated knowledge of equal employment opportunity and workplace health and safety, appropriate to the level of the appointment.	Yes