

Assistant Research Fellows

Performance review

Assistant Research Fellows have their performance reviewed as part of the annual appraisal of academic performance. The next review is scheduled for October 2020.

Salary review

Assistant Research Fellows progress one step on the salary scale subject to being assessed as performing satisfactorily. Assistant Research Fellows at the top of each salary scale will not be given a salary increase. The effective date for a salary increase is 1 February 2021.

Promotion opportunities

Assistant Research Fellows may apply for promotion to Assistant Research Fellow beyond the bar, to Research Fellow, to Senior Research Fellow, to Senior Research Fellow beyond the bar, to Research Associate Professor or to Research Professor.

Applications close on 7 May 2020.

Teaching Fellows

Performance review

Teaching Fellows have their performance reviewed as part of the annual appraisal of academic performance. The next review is scheduled for October 2020.

Salary review

Teaching Fellows progress one step on the salary scale subject to being assessed as performing satisfactorily. Teaching Fellows at the top of each salary scale will not be given a salary increase. The effective date for a salary increase is 1 February 2021.

Promotion opportunities

Teaching Fellows may apply for promotion to Teaching Fellow beyond the bar.

Applications close on 7 May 2020.

Senior Teaching Fellows

Performance review

Senior Teaching Fellows have their performance reviewed as part of the annual appraisal of academic performance. The next review is scheduled for October 2020.

Salary review

A salary increase is not considered as part of the performance review.

Promotion opportunities

Senior Teaching Fellows may apply for a one step salary progressions until they reach the top of the salary scale. Applications close on 7 May 2020.

Postdoctoral Fellows

Performance review

Postdoctoral Fellows have their performance reviewed as part of the annual appraisal of academic performance. The next review for Postdoctoral Fellows is scheduled for October 2020.

Salary review

None.

Promotion opportunities

None.

Further information

Academic Promotions

otago.ac.nz/academic-promotion

Academic Titles

otago.ac.nz/academic-titles

Academic Staff Review and Development

otago.ac.nz/academic-staff-review

Progress

corpapp.otago.ac.nz/progress

Email

hr.academicreviews@otago.ac.nz



otago.ac.nz/humanresources



2020

Academic performance and salary reviews

This pamphlet tells you about the performance reviews, salary reviews and opportunities for promotion for academics at the University of Otago



Academic performance and salary reviews

All academic performance reviews are documented using the online system 'Progress'.

Professors, Research Professors and Clinical Professors

Performance review

Each Professor's performance is reviewed every two years. The next review for Professors is scheduled for September 2021.

Salary review

Salaries are reviewed at the time of the performance review. All Professors will be considered for a salary increase except those who are at the top of the salary scale. The effective date for a salary increase is 1 February 2022.

Promotion opportunities

None.

Associate Professors, Research Associate Professors and Clinical Associate Professors

Performance review

Each Associate Professor's performance is reviewed every two years. The next review for Associate Professors is scheduled for September 2020.

Salary review

Salaries are reviewed at the time of the performance review. All Associate Professors will be considered for a salary increase except those who are at the top of the salary scale. The effective date for a salary increase is 1 February 2021.

Promotion opportunities

Associate Professors may apply for promotion to Professorial level. Applications close on 7 May 2020.

Senior Lecturers and Senior Research Fellows beyond the bar

Performance review

Senior Lecturers and Senior Research Fellows paid on the salary scale beyond the bar have their performance reviewed every two years. The next review is scheduled for September 2020.

Salary review

One step salary progressions for Senior Lecturers and Senior Research Fellows beyond the bar and paid on the non-medical/dental salary scale are considered at the time of the

performance review. All Senior Lecturers and Senior Research Fellows (paid on the non-medical/dental salary scale) will be considered for a salary increase except those who are at the top of the salary scale.

Senior Lecturers and Senior Research Fellows beyond the bar and paid on the medical/dental salary scale are not eligible for a salary increase.

The effective date for a salary increase is 1 February 2021.

Promotion opportunities

Senior Lecturers and Senior Research Fellows beyond the bar may apply for promotion to the Associate Professorial level and to the Professorial level. Applications close on 7 May 2020.

Senior Lecturers and Senior Research Fellows

Performance review

Senior Lecturers and Senior Research Fellows have their performance reviewed annually. The next review is scheduled for April 2020.

Salary review

One step salary progressions for Senior Lecturers and Senior Research Fellows are considered at the time of the performance review. All Senior Lecturers and Senior Research Fellows will be considered for a salary increase except those who are at the top of the salary scale. The effective date for a salary increase is 1 February 2021.

Promotion opportunities

Senior Lecturers and Senior Research Fellows may apply for promotion to beyond the Senior Lecturer salary bar, to Associate Professorial level and to Professorial level. Applications close on 7 May 2020.

Lecturers and Research Fellows

Performance review

Lecturers and Research Fellows have their performance reviewed as part of the annual appraisal of academic performance. The next review for Lecturers and Research Fellows is scheduled for October 2020.

Salary review

Lecturers and Research Fellows progress one step on the salary scale subject to being assessed as performing satisfactorily. Lecturers and Research Fellows at the top of the salary scale will not be given a salary increase. The effective date for a salary increase is 1 February 2021.

Promotion opportunities

Lecturers may apply for promotion to Senior Lecturer, Senior Lecturer beyond the bar, Associate Professor or Professor.

Research Fellows may apply for promotion to Senior Research Fellow, Senior Research Fellow beyond the bar, Research Associate Professor or Research Professor.

Applications close on 7 May 2020.

College of Education Senior Lecturers (paid on the Teacher Education Fellow Scale, band 1)

Performance review

College of Education Senior Lecturers (band 1) have their performance reviewed as part of the annual appraisal of academic performance. The next review for College of Education Senior Lecturers is scheduled for October 2020.

Salary review

College of Education Senior Lecturers (band 1) progress one step on the salary scale, subject to being assessed as performing satisfactorily. College of Education Senior Lecturers at the top of the salary scale will not be given a salary increase. The effective date for a salary increase is 1 February 2021.

Promotion opportunities

College of Education Senior Lecturers may apply for promotion to Band 2 on the Teacher Education Fellow salary scale.

Applications close on 7 May 2020.

College of Education Senior Lecturers (paid on the Teacher Education Fellow Scale, band 2)

Performance review

College of Education Senior Lecturers (band 2) have their performance reviewed annually. The next review is scheduled for April 2020.

Salary review

One step salary progressions for College of Education Senior Lecturers (band 2) are considered at the time of the performance review. All College of Education Senior Lecturers will be considered for a salary increase except those who are at the top of the salary scale. The effective date for a salary increase is 1 February 2021.

Promotion opportunities

None.

Professional Practice Fellows (paid on salary bands 1 and 2)

Performance review

Professional Practice Fellows (band 1 and 2) have their performance reviewed as part of the annual appraisal of academic performance. The next review is scheduled for October 2020.

Salary review

Professional Practice Fellows (band 1 and 2) progress one step on the salary scale subject to being assessed as performing satisfactorily. Professional Practice Fellows at the top of each salary scale will not be given a salary increase. The effective date for a salary increase is 1 February 2021.

Promotion opportunities

None.

Professional Practice Fellows (paid on salary bands 3 and 4)

Performance review

Professional Practice Fellows (band 3 and 4) have their performance reviewed as part of the annual appraisal of academic performance. The next review is scheduled for October 2020.

Salary review

A salary increase is not considered as part of the performance review.

Promotion opportunities

None.