

Achievement Relative to Opportunity (ARtO) Guidelines for Academic Promotion



Purpose

In accordance with the University's commitment to equity and diversity within our workforce, the principle of Achievement Relative to Opportunity (ARtO) is recognised as part of the Academic Promotion policy and process.

The purpose of these guidelines is to assist applicants for academic promotion, and their managers, identify whether to activate the principle of ARtO to support their application, and advise on how to develop a case for promotion.

Definition of ARtO

Achievement Relative to Opportunity (ARtO) is based on the principle that measurement of achievement should be relative to the opportunities available to an individual to develop areas of academic expertise and demonstrate such achievements and contribution.

In taking account of personal, work and other circumstances, ARtO requires the measurement of:

- Quality – the quality of academic work in the time available rather than the quantity of work produced; and
- Impact – the impact of achievements in the time available.

ARtO is a positive acknowledgment of what a staff member can and has achieved given the opportunities available to them and results in a more calibrated assessment of their performance.

ARtO is not about providing 'special consideration' or expecting lesser standards of performance, but involves the Promotions Committee appropriately assessing the quality and impact of achievements given the individual circumstances of the employee.

ARtO for Academic Promotion

Academic staff may decide to activate ARtO to address the impact of personal, work or other circumstances on the scope of their academic promotion application.

The circumstances must be relevant to the last three years, since the applicant's last promotion or employment at SCU, whichever is the most recent.

Relevant circumstances may include (but are not limited to):

- Leave from work caused by parental leave, major illness/injury, carer responsibility, and disability;
- Personal relation to another country and cultural expectations or other similar circumstances that impact upon the quality and impact of work;
- Relocation of work resources or other similar circumstances that impact upon the quality and impact of work e.g., relocation of research laboratory;
- Natural disasters such as flooding, bushfire, earthquakes, etc;
- Global health issues such as the COVID-19 pandemic.

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The decision to activate ARtO rests with the individual academic. The Academic Promotion Application Form invites applicants to specify any career impacting circumstances relative to their application (maximum 200 words).

The ARtO statement should include:

- An outline of the circumstances on which they are basing their claim for activating ARtO; and
- Identify any promotion criteria that will be modified, or will not be addressed, because of their ARtO claim.

Academics are encouraged to discuss these circumstances with their direct manager. Managers are responsible for maintaining confidentiality regarding personal circumstances of staff.

Assessing ARtO relative to Academic Promotion

A staff member's application for promotion is assessed against the promotion criteria.

Where the promotion application includes a statement of ARtO, the Promotion Committee should evaluate and consider the impact of the staff member's circumstances as part of their holistic assessment of the promotion application. This includes considering the following:

- Quality and impact of achievements, rather than quantity;
- Stage of the applicant's career and their career trajectory;
- Impact of circumstances over the period of assessment; and
- Ongoing effects on productivity and achievement beyond the period directly impacted.