

Achievement Relative to Opportunity

Achievement relative to opportunity provides a framework for academic staff who would otherwise be disadvantaged with an equal opportunity to be granted a period of special studies.

Achievement relative to Opportunity evaluates a staff member's achievements based on the opportunities that have been available to them. It allows for a fair and equitable assessment of achievements over a period of time. Achievement relative to opportunity gives greater weight to the overall quality and impact of achievements, rather than the quantity, rate, or breadth of achievements which are considered relative to the staff member's personal, professional and other circumstances.

In applying achievement relative to opportunity when assessing an SSP application, the Faculty Committee may consider:

- the level and type of appointment.
- quality and impact of the staff member's work, their contribution to the School, Faculty and/or University, given the time and/or resources available to them.
- the impacts of the staff member's circumstances, arrangements, and career history on their achievement.

The staff member's achievements are considered on an individual, rather than a comparative basis.

Requesting achievement relative to opportunity does not guarantee the application will be successful.

What does a staff member have to do to have their achievements considered 'relative to opportunity?'

Eligible staff are invited to request their SSP application and achievements be considered 'relative to opportunity', where they can demonstrate that their career and/or productivity has been impacted by their personal circumstances.

To request their achievements be considered relative to opportunity, the staff member must put their request in writing to the DVC(A) detailing the circumstances that have impacted their career and/or achievements such as:

- Disruptions to their work caused by illness, injury, parental leave, caring responsibilities, part-time work;
- Family responsibilities;
- Non-linear / delayed career;
- Work arrangements / lack of opportunity;
- Cultural circumstances;
- Disability;
- Specialisation in teaching;
- Other circumstances beyond their control which have impacted their career and / or achievements.

How does achievement relative to opportunity apply to Special Studies applicants?

The Faculty Special Studies Program (SSP) Committees will:

- Consider the staff member's past achievements on an individual basis, and in light of any disruptions to their career.
- Not compare the volume of achievements with other applicants or a standard volume of achievements.

- Consider the quality of the achievements given the opportunities the staff member has received and considering the interruptions / challenges they may have faced.
- Consider the merit of their SSP application including their proposed SSP activities and objectives.
- Consider the value of the proposed activities to their future career aspirations and achievements.

The staff member must meet the eligibility requirements and the Faculty SSP Committee will assess the merits of the application against any Faculty specific criteria in the same way as other SSP applications.

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