Human resource practices in the management of casual academic staff

Shard Lorenzo
University of South Australia
Context

• Who engages in casual employment?
• Casual Workforce Profile at UniSA
• Main issues/concerns

Protocols for the Management of Academic Casual Staff
Best Practice Initiatives

- Recruitment, Selection and Appointment
- Induction
- Performance Management
- Professional Development
- Involvement in Decision Making
- Reward and Recognition
Recruitment, Selection and Appointment

- Sessional Staff Employment Register
- Improved contract documentation
- Role statement
- Remuneration flexibility
Induction

• Paid attendance at induction sessions
• ‘Quick Guide’ for sessional staff
• Induction website
• New starter gift
Performance Management

- Modified process
- Formative feedback
- Final review includes self assessment
- Satisfactory performance required before further work can be offered
Professional Development

• Teaching@UniSA program
• Online training
• Targeted Divisional programs
• Networking opportunities
Involvement in Decision Making

• School Board participation
• Sessional Staff Working Group

Reward and Recognition

• Sessional Staff Excellence Awards
• Development Activities