Statement of Expectations
of United Theological College Faculty

United Theological College has been constituted by the NSW Synod of the Uniting Church in Australia to educate students for its various lay and ordained ministries. The College is a member of the Charles Sturt University School of Theology. UTC Faculty are integral to the College’s mission, giving life and shape to its academic profile and sharing with the wider church in the responsibility of forming people to participate in the ministry of Christ in the world. The Statement of Expectations is intended to assist the Faculty and UTC Council to ensure that UTC offers excellent leadership to the Church and Academy in its areas of responsibility.

It is the expectation of the Council that UTC Faculty will be willing to meet the following commitments. The Academic Dean and Uniting Learning Network Director will conduct an annual appraisal with each member of Faculty to collaboratively assess their efforts in the light of these commitments. The Council, the Academic Dean and Uniting Learning Network Director recognise that circumstances beyond the control of Faculty may impact on their ability to meet the expectations set out in this statement, and that in any given year some areas of activity will be stronger than others. The Academic Dean and Uniting Learning Network Director are committed to offering a just and fair assessment of each Faculty member’s contribution.

Faculty Collegiality

- Contributing to the Faculty as a mutually encouraging and pastorally supportive team of leaders with a diversity of research, teaching and ecclesial interests;
- Collaborating with colleagues in inter-disciplinary teaching and projects;
- Contributing to the formation program for candidates for specified ministries in the UCA;
- Attendance at Faculty meetings and a willingness to assist in the effective running of the college as determined on an annual basis by agreement of the
faculty, and a preparedness to assist when there is a reduced faculty presence due to illness and various forms of leave.

**Commitment to College life and the Uniting Learning Network**

- Participation in the worship of the Centre for Ministry community;
- Members of faculty are expected to work from the Centre, providing accessibility for students, facilitation of administrative tasks and enhancing collegiality;
- Contributing to the pastoral care of students;
- Collaborating with the Uniting Learning Network.

**Church Commitments and participation**

- Representing the College among congregations of the Synod of NSW/ACT for example, preaching engagements and leading workshops;
- Contributing to the Faculty member’s own Presbytery;
- Being involved in the life and work of the Synod and /or Assembly;
- Participation in the Uniting Learning Network and facilitate the development of a learning community in her/his area of specialisation;
- Fulfilling the requirements of Faculty with respect to the assessment of Candidates as set out in the Assembly Regulation.

**Teaching**

- Sharing a commitment to UTC Faculty members being set apart by the Synod for a teaching ministry for the whole Church;
- Teaching face to face and online at a high level of proficiency;
- Demonstrating a respect for the diversity of the student body and the theological perspectives represented therein;
- Demonstrating a respect for the integrity and a working knowledge of the traditions of the discipline as well as an awareness of the cutting edges of tradition;
- Undertaking oversight of sessional lecturers in the discipline and ensuring that the best levels of professional practice and current scholarship are developed;
- Exhibiting a respect for the Basis of Union and its commitment to ongoing scholarship;
- Undertaking professional development for the sake of best teaching practice and a recognition of the particular importance of skills in the area of information technology;
- Teaching at the agreed full time load of three subjects per semester or equivalent as negotiated with the Academic Dean.
Research

- Dedicating time to peer reviewed high quality research relevant to their lecturership, including a research day during the teaching weeks (timetable and meeting commitments notwithstanding) and time which is made available through semester breaks and approved study leaves, as approved by the Academic Dean;
- Achieving 12 publication points, or their equivalent towards UCA or ecumenical projects, publications and conferences in peer reviewed international and national journals and societies, assessed over a five year period;
- Applying for extended research leave of six months after every six semesters of teaching, and completing the projects as approved;
- Supervising students in the CSU research awards;
- Exhibiting a professional commitment to the CSU Public and Contextual Theology Research Centre associated with the School of Theology.

Academic Administration

- Meeting the Charles Sturt University administrative requirements of Faculty;
- Sharing in the academic and formation administration of the College.

College Administration

- Working co-operatively with administration staff of the College, recognising them as colleagues in the mutual educational and administrative tasks undertaken within the College;
- Showing respect to the administrative staff of the College and recognising the boundaries of their position statements;
- Ensuring that all leave proposals, funding requests and requests for administrative assistance observe the established protocols and criteria.

Responsibility for Library Resources

- Working with the Library Manager to ensure that the allocated library resources budget is spent in such a way that the collection:
  1. Remains both relevant for the education of students for the Uniting Church’s various lay and ordained ministries and for the needs of the wider Uniting Church;
  2. Contains materials which appropriately reflect the breadth of core subject matter in a specific discipline, as well as seeking to cover emerging areas of the discipline in a less extensive way;
• Working with the Library Manager to ensure that books listed in Subject Outlines are current publications which are available for purchase and that adequate notice is provided when new books need to be purchased for an upcoming course.

**Code of Ethics**

• All members of Faculty are required to conform to the requirements of the UCA Code of Ethics and Ministry Practice and Regulation 5 Church Discipline of the UCA Regulations (2012 edition);
• As well, all members of Faculty are expected to meet the Qualifications, Expectations and Standards for Academic Staff of Charles Sturt University.
• Faculty have a responsibility to ensure they received regular professional supervision.