

12 March 2025

Professor Andrew Deeks  
Vice Chancellor and President, Vice Chancellery  
Murdoch University

Dear Professor Deeks,

**Re: Concerns regarding Management's Rejection of the NTEU's Academic Promotion Panel (APP) Representative.**

We, the undersigned, are writing to express our collective frustration and concern at senior management's rejection of our nominated APP Representative, Professor Gerd Schroeder-Turk.

Senior management's *Academic Employee Promotion Procedure* (AEPP) cl3.1.3, states that the Academic Promotion Committee "will consist of full professors including ... one person nominated by the National Tertiary Education Union". Accordingly, the NTEU Murdoch Branch went through a nomination process for this position and the Murdoch NTEU members nominated and endorsed Professor Schroeder-Turk. In response to management's rejection of this endorsed nominee we wish to highlight the following:

- 1) we are concerned that management's rejection of Professor Gerd Schroeder-Turk and request for 3 nominees from which they will select the NTEU Representative goes against management's own procedures on academic promotions and negates the right of NTEU staff members to select and endorse their own nominee under cl3.1.1.;
- 2) we are satisfied that we have fulfilled the requirements under the AEPP, cl3.1.3., and, therefore, it is not necessary to nominate a list of 3 potential candidates for the APP NTEU Representative position;
- 3) we are concerned that management's rejection of Professor Gerd Schroeder-Turk may reflect certain attitudes management may hold against Professor Schroeder-Turk, rather than based on his objective qualifications and the due process the NTEU staff members followed to endorse and nominate him;
- 4) it is essential that the NTEU nominee and Representative reflects the will of the NTEU staff members and any changes to the AEPP that management undertakes retain the NTEU's rights to nominate and endorse its own NTEU APP Representative;
- 5) we re-endorse Professor Gerd Schroeder-Turk as our nominated representative on the APP.

In order to build and maintain a strong working relationship between management and its staff it is essential that the will of the Murdoch NTEU staff members is reflected in the final nominee to take up the position of the NTEU APP Representative.

To this end, the undersigned expect that Murdoch senior management abide by their own procedure by accepting the NTEU's nominee and will engage more cooperatively in future dealings with the NTEU.

Endorsed by 104 NTEU Murdoch members (names withheld).