

Academic Promotion – Levels of Performance



This document outlines the minimum levels of performance required for Academic Promotion as described in the Academic Promotion Policy.

Criteria	Level of Performance			
	Satisfactory	Commendable	Meritorious	Distinguished
1. Scholarship of teaching	Carries out assigned teaching or professional duties aimed at providing professional and scholarly support for teaching and learning, with competence, indicated by at least 'average' ratings for teaching performance, peer review reports, curriculum development and/or other reports of effectiveness in teaching.	In addition to 'satisfactory', provides evidence supported by student feedback, peer review, curriculum development and other measures of reflective improvement and quality in teaching.	In addition to 'commendable', shows evidence of how teaching is informed and enhanced by scholarship, and is consistently recording notable achievements in teaching as indicated by sustained innovation and scholarship in teaching at the University and in the discipline. Innovation is interpreted as meaning 'continuous reflective and creative improvement'.	In addition to 'meritorious', has a high level recognition external to the University as a result of scholarly achievement. Expected to have externally reviewed publications relating to teaching, or made an externally acknowledged contribution to teaching. Evidence of significant scholarly achievement indicated by its impact on the teaching activities of the University.

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<p>2. Scholarship of Research</p>	<p>Actively engaged in research as indicated by publications in journals including review articles, books or book chapters, conference papers, scholarly addresses or equivalent artistic and creative outputs such as performances or exhibitions.</p>	<p>In addition to 'satisfactory', demonstrate a record of research through sustained activity and/or integration and synthesizing as evidenced by continued publication of refereed articles in journals of significant impact, books or book chapters, conference papers, scholarly addresses, or equivalent artistic and creative outputs such as critically acclaimed performances or exhibitions, in relation to benchmarks in discipline area. Normally associated with a successful application for project funding from a competitive source or from a relevant industry or government.</p>	<p>In addition to 'commendable', is actively engaged in research of a high order and is attaining significant recognition for this external to the University, indicated by external grants, external reviews, citation statistics, national critical acclaim, invitations to present at national or international conferences or independent statements of recognition by senior scholars. Success with National Competitive Research Grants or professional equivalent as a Principal Investigator or Co-Investigator.</p>	<p>In addition to 'meritorious', has gained National Competitive Grants as a Principal Investigator and has led successful teams in gaining National Competitive Grants, or professional equivalents and has reputation for sustained output of scholarly and/or creative work of high impact for which there is significant national or international recognition evidenced by, for example, a Citation Index Analysis or invitations to deliver plenary papers at international and/or premier national conferences. Evidence of significant scholarly achievement indicated by its impact on the research activities of the University, the discipline and impact beyond academia.</p>
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3. Service and Engagement	Actively engaged in an appropriate quantum of service and/or engagement with particular emphasis on service and/or engagement within the University. May also provide evidence of engagement with industry or community to the benefit of the University.	In addition to 'satisfactory', is demonstrating sustained contribution of service and/or engagement to the University. May also provide evidence of sustained service to their discipline, or evidence of active service and/or engagement with industry or community to the benefit of the University.	In addition to 'commendable', is exercising a significant level of service in the University or their discipline on a national level. May also provide evidence of significant service and/or engagement with industry or community to the benefit of the University.	In addition to 'meritorious', is recognised as having a significant impact as a leader in the University and in their discipline at a sectoral level. May also provide evidence of outstanding service and/or engagement with industry or community to the benefit of the University.
4. Academic Citizenship	Takes up professional development to build career as required. Supports the strategic direction of faculty or college. Complies with University's academic codes of conduct, research integrity policies etc. Understand the values of the University.	In addition to 'satisfactory', is actively pursuing other developmental opportunities and shows leadership within their discipline, actively participates in activities that promote the strategic direction of faculty or college within the University and encourages others to engage in these activities. Engages in activities that lift capability in their discipline. Demonstrate University values through their collegial behaviour and their adherence to University's academic codes of conduct, research integrity policies etc. Recognised for their leadership by peers in their discipline.	In addition to 'commendable', evidence of active pursuit of opportunities for leadership in cross faculty roles, can demonstrate engagement in uplifting capability across the faculty. Actively participates in activities that promote the strategic direction of faculty or college beyond the University, throughout the sector and on a national stage. Acts with integrity and promotes University values through their collegial behaviour and their commitment to University's academic codes of conduct, research integrity policies etc. Recognised for their leadership by peers in their discipline beyond the University.	In addition to 'meritorious', has led professional development activities within the University, and across the sector, develops activities that promote the strategic direction of faculty or college within the University at an inter/national level and can demonstrate lifting capability across the sector. Exemplifies the University values and demonstrates collegial and collaborative behaviour with colleagues across the University and sector. Recognised for their leadership in their field by peers nationally and internationally.