

Generic Academic Profiles - Achievement at Prescribed Academic Levels Guidelines

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Introduction

The Generic Academic Profiles describe the expectations per area of achievement for academic staff at each academic level.

For each academic level, a number of expectations are listed for each of the areas of achievement. Although applicants do not always need to comply with all the listed expectations as strong performance in one or more of the listed expectations may counterbalance a lesser performance in others, applicants must be performing satisfactorily at the level to which promotion is sought.

Applicants who submit intensive applications, must demonstrate that they are satisfactorily demonstrating the expectations for a standard application as well as the expectations for an intensive weighting in the particular area of achievement at the level to which promotion is sought.

In addition to meeting the expectations at the level to which promotion is sought, applicants must also provide evidence of meeting the required levels of achievement for promotion and as claimed in their applications.

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Promotion to Academic Level B

The University *Academic Promotion for Level B Only (Higher Education) Procedure* requires applicants to describe their achievements across the three areas of achievement using a standard application.

An intensive application in Learning and Teaching or Leadership and Engagement does not normally apply to Academic Level A staff seeking promotion to Academic Level B.

For promotion to Academic Level B, the following minimum criteria per area of achievement are required:

Learning and Teaching - Level B

Activity	Criteria for Standard Application	
Learning	<i>Evaluation</i>	<ul style="list-style-type: none"> • Regularly elicits student evaluation of teaching. • Student evaluation of teaching and courses at school average. • Positive, valid peer evaluation. • Teaching informed by current research and practice.
	<i>Reflection</i>	<ul style="list-style-type: none"> • Reflects on student and peer evaluation. • Reflects on performance and development plans for either continuation of practices or improvement. • Developing a specific approach and teaching philosophy.
Teaching	<i>Innovation</i>	<ul style="list-style-type: none"> • Demonstrates positive outcomes of innovative practice.
	<i>Development and Coordination</i>	<ul style="list-style-type: none"> • Engaged in effective course coordination. • Initiates and develops appropriate course materials. • Contributes to course design.
	<i>Student Consultation</i>	<ul style="list-style-type: none"> • Provides consultation to students focusing on learning and personal growth.
	<i>Role Model</i>	<ul style="list-style-type: none"> • Advocates effective teaching and learning. • Respected as a teacher in the school. • Experience in teaching a variety of courses. • Acknowledged as a specialist lecturer.

Research and Creativity - Level B

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Activity		Criteria for Standard Application	Criteria for Intensive Application
Research	<i>Research</i>	<ul style="list-style-type: none"> Completed master's degree or equivalent accreditation. Independently contributes to discipline/related area. Active participation as part of a team in research. Participation in professional development activities related to research. 	<p>In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement:</p> <ul style="list-style-type: none"> Implements a research plan and emerging research profile. Active participant in research teams with other universities and/or organisations. Applications for external funding sought. Participation in research funding process for internal and external grants. Refereed journal articles and/or conference papers. Chapters in books. Supervise Masters by Research students. Completed research training. Registered supervisor.
	<i>Research Supervision</i>	<ul style="list-style-type: none"> Supervises undergraduate and honours students. Undertakes Associate Supervisor role for postgraduate students. Demonstrates successful completions as honours supervisor. 	
	<i>Grants</i>	<ul style="list-style-type: none"> Applications for grants sought. 	
	<i>Conference Participation</i>	<ul style="list-style-type: none"> Conference participation. Conference presentations, eg. paper, round table, poster, etc. 	
	<i>Publications</i>	<ul style="list-style-type: none"> Refereed conference papers and / or journal articles. Research reports. Chapters in books. 	
	<i>Review/Editorial</i>	N/A	
	<i>Peer Recognition</i>	N/A	

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Applications in the Creative Disciplines

For applications in the creative disciplines, the following criteria apply:

- production of new creative works;
- initiating and resourcing creative projects;
- public presentation of professional arts practice at state and/or national level; and
- critique or review of others' works offering a new or original interpretation.

Leadership and Engagement - Level B

Activity		Criteria for Standard Application
Leadership	<i>School, Faculty and University Committees</i>	<ul style="list-style-type: none"> • Membership of school/faculty-based committee/s.
	<i>School Leadership</i>	<ul style="list-style-type: none"> • Active participation in meetings, forums, discussions, etc. • Accepts and successfully undertakes coordination roles and/or other responsibilities as required. • Active involvement in discipline administration.
Engagement	<i>Professional Associations</i>	<ul style="list-style-type: none"> • Membership.
	<i>University Partnerships</i>	<ul style="list-style-type: none"> • Seeking links with other schools and faculties.
	<i>Industry Linkage</i>	<ul style="list-style-type: none"> • Active involvement in industry, e.g. ongoing professional practice, workshops, seminars.
	<i>Community Involvement</i>	<ul style="list-style-type: none"> • Seeking links with community, e.g. secondary schools.
	<i>Consultancies</i>	NA

Promotion to Academic Level C

The University *Academic Promotion for Levels C, D and E (Higher Education) Procedure* requires applicants to submit an application using a standard or intensive application.

An intensive application will normally apply to academic staff with non-standard duties as described in their position description. The Generic Academic Profiles for Academic Level C includes criteria for intensive applications.

For promotion to Academic Level C, the following minimum criteria per area of achievement are required:

Learning and Teaching - Level C

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Activity		Criteria for Standard Application	Criteria for Intensive Application
Learning	<i>Evaluation</i>	<ul style="list-style-type: none"> • Consistent positive and above University average student evaluation. • Consistent positive peer evaluation. 	<p>In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement:</p> <ul style="list-style-type: none"> • Excellent student and peer feedback. • External recognition of teaching excellence. • Involved in learning and teaching research projects related to discipline area. • Leadership in the development and coordination of large courses and/or programs. • Successful supervision of a large number of honours and postgraduate students.
	<i>Reflection</i>	<ul style="list-style-type: none"> • Evidence of active personal appraisal and appropriate development actions to perceived areas for development. • Dedication to personal development as a teacher. 	
Teaching	<i>Innovation</i>	<ul style="list-style-type: none"> • Clear articulation of theories of learning and teaching. • Experiments with and evaluates different teaching philosophies. • Development of a number of new courses. 	
	<i>Development and Coordination</i>	<ul style="list-style-type: none"> • Leadership in development and coordination of existing courses and/or programs. 	
	<i>Supervision and Consultation</i>	<ul style="list-style-type: none"> • Supervises honours and postgraduate students. 	
	<i>Role Model</i>	<ul style="list-style-type: none"> • Strong role model in school and faculty. • Support peers in their professional growth as teachers. • Significant learning and teaching contribution to 	

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Activity		Criteria for Standard Application	Criteria for Intensive Application
		related discipline and/or area. <ul style="list-style-type: none"> Peer acknowledgement as a specialist lecturer. 	

Research and Creativity - Level C

Activity		Criteria for Standard Application	Criteria for Intensive Application
Research	<i>Research</i>	<ul style="list-style-type: none"> Completed doctoral degree. Significant contribution to discipline or related area. Leadership of team research projects. 	In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement: <ul style="list-style-type: none"> Consistent and significant record of peer reviewed publications. Consistent and significant record of peer reviewed presentations at national and/or international level. Significant success in a number of competitive grants. Professional recognition within sub-discipline area.
	<i>Research Supervision</i>	<ul style="list-style-type: none"> Support and mentor early career researchers. Higher degree dissertation examination. 	
	<i>Grants</i>	<ul style="list-style-type: none"> Successful application for competitive grants. Involved in significant grant applications. 	
	<i>Conference Participation</i>	<ul style="list-style-type: none"> Strong record of conference presentation. 	
	<i>Publications</i>	<ul style="list-style-type: none"> Considerable publication record that demonstrates an emerging reputation for research. 	
	<i>Review/Editorial</i>	<ul style="list-style-type: none"> Invitation to referee by journals. 	
	<i>Peer Recognition</i>	<ul style="list-style-type: none"> Invitations to present papers, 	

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Activity	Criteria for Standard Application	Criteria for Intensive Application
	chair conference sessions, etc.	

Applications in the Creative Disciplines

For applications in the creative disciplines, the following criteria apply:

- production of significant new creative works;
- initiating and resourcing significant creative projects;
- considerable public presentation of professional arts practice at national and/or international level; and
- critique or review of others' works offering a significant new or original interpretation.

Leadership and Engagement - Level C

Activity	Criteria for Standard Application	Criteria for Intensive Application	
Leadership	<i>School, Faculty and University Committees</i>	<ul style="list-style-type: none"> • Contributes to school and faculty committee structures. • Contributes to University committee structures. 	In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement: <ul style="list-style-type: none"> • Significant involvement in school administration. • Provides leadership to working parties and committees at school and faculty level. • Leadership role on University committee.
	<i>School and Faculty Leadership</i>	<ul style="list-style-type: none"> • Active in school's administration and management. • Leader of staff in discipline teams. • Peer recognition of general leadership contribution. 	
Engagement	<i>Professional Associations</i>	<ul style="list-style-type: none"> • Substantial role in professional associations. 	In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement: <ul style="list-style-type: none"> • Provides leadership in establishing the direction of professional associations. • Advocates professional issues in the broader community. • Successful initiation and implementation of commercial entities.
	<i>University Partnerships</i>	<ul style="list-style-type: none"> • Develops partnership activities with other FedUni schools. 	
	<i>Industry Linkage</i>	<ul style="list-style-type: none"> • Actively seeks industry linkages. 	

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Activity		Criteria for Standard Application	Criteria for Intensive Application
	<i>Community Involvement</i>	<ul style="list-style-type: none"> Participation in relevant community groups/networks. 	
	<i>Consultancies</i>	<ul style="list-style-type: none"> Actively seeks consultancy opportunities. Author/co-writer of relevant consultancy reports. 	

Promotion to Academic Level D

The University *Academic Promotion for Levels C, D and E (Higher Education) Procedure* requires applicants to submit an application using a standard or intensive application.

An intensive application will normally apply to academic staff with non-standard duties as described in their position description. The Generic Academic Profiles for Academic Level D includes criteria for intensive applications.

For promotion to Academic Level D, the following minimum criteria per area of achievement are required:

Learning and Teaching - Level D

Activity		Criteria for Standard Application	Criteria for Intensive Application
Learning	<i>Evaluation</i>	<ul style="list-style-type: none"> Consistent high and above University average student and peer evaluation. Improve practices of student and peer evaluation by integrating research literature. 	In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement: <ul style="list-style-type: none"> Outstanding student and peer feedback. External recognition of teaching excellence. Research in learning and teaching that is in the public domain, including publications and presentations. Involvement in national learning and teaching projects related to discipline area. Leadership in the development, implementation, coordination and evaluation of several large programs.
	<i>Reflection</i>	<ul style="list-style-type: none"> Consistently and actively appraises self and implements appropriate development actions to perceived areas for development. 	

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Activity		Criteria for Standard Application	Criteria for Intensive Application
		<ul style="list-style-type: none"> Leadership in the development of teaching philosophy for the school. 	<ul style="list-style-type: none"> A successful record of supervising a large number of postgraduate students.
Teaching	<i>Innovation</i>	<ul style="list-style-type: none"> Leadership in program innovation. 	
	<i>Development and Coordination</i>	<ul style="list-style-type: none"> Leadership in program development, implementation and evaluation. 	
	<i>Supervision and Consultation</i>	<ul style="list-style-type: none"> Supervises postgraduate students. 	
	<i>Role Model</i>	<ul style="list-style-type: none"> Leadership and consistent support to peers in their professional growth as teachers. Provides consistent mentoring to early career teachers. 	

Research and Creativity - Level D

Activity		Criteria for Standard Application	Criteria for Intensive Application
Research	<i>Research</i>	<ul style="list-style-type: none"> Lead role or principal investigator in research. Significant contribution to research. 	<p>In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement:</p> <ul style="list-style-type: none"> Consistent and extensive record of peer reviewed publications. Consistent and extensive record of peer reviewed presentations at national and international level. Lead role and demonstrated success in obtaining significant competitive grants.
	<i>Research Supervision</i>	<ul style="list-style-type: none"> Principal supervisor for a significant number of postgraduate students. 	
	<i>Grants</i>	<ul style="list-style-type: none"> Significant success in obtaining competitive grants. 	

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Activity		Criteria for Standard Application	Criteria for Intensive Application
	<i>Conference Participation</i>	<ul style="list-style-type: none"> Strong record of full presentation and participation. Key note speaker at national/ international conferences. 	<ul style="list-style-type: none"> Outstanding contribution to discipline at a national and/or international level. Professional recognition. Provides formal and informal leadership in research culture within school.
	<i>Publications</i>	<ul style="list-style-type: none"> Strong record of publication in international and high status journals. 	
	<i>Review/Editorial</i>	<ul style="list-style-type: none"> Editorial and/or review role for journals. Review of ARC applications. Thesis examinations. 	
	<i>Peer Recognition</i>	<ul style="list-style-type: none"> Strong peer recognition of research leadership and contribution. 	

Applications in the Creative Disciplines

For applications in the creative disciplines, the following criteria apply:

- production of significant new and well recognised creative works;
- initiating and resourcing substantial and significant creative projects;
- evidence of strong peer recognition of professional arts practice;
- invitation/s to serve on board/s and/or judging panel/s;
- winning prize of national standing;
- major exhibitions at national and international level; and
- critique or review of others' major work offering a significant new or original interpretation.

Leadership and Engagement - Level D

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Activity		Criteria for Standard Application	Criteria for Intensive Application
Leadership	<i>School, Faculty and University Committees</i>	<ul style="list-style-type: none"> • Chair of school and faculty working parties and/or committees. • Leadership role in University committees and/or peer recognition for contribution to University committees. 	In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement: <ul style="list-style-type: none"> • Provide senior leadership to school administration and management. • Strong involvement in the development of the University's strategic direction and key priorities.
	<i>School and Faculty Leadership</i>	<ul style="list-style-type: none"> • Recognition and positive feedback on leadership contribution to the school and faculty. • Strong involvement in the development of the school strategy and goals. 	
Engagement	<i>Professional Associations</i>	<ul style="list-style-type: none"> • Committee membership within professional associations. 	In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement: <ul style="list-style-type: none"> • Executive role in professional associations with responsibility for strategic direction. • Executive role on national committees. • Chair industry and/or government committees. • Lead national consulting projects. • Develops and leads significant commercial entities for the benefit of the University. • Development of new patents and/or methodologies with international recognition.
	<i>University Partnerships</i>	<ul style="list-style-type: none"> • Lead role in establishing partnerships, both inter-school and inter-sectoral. • Lead role in establishing links with other universities. 	
	<i>Industry Linkage</i>	<ul style="list-style-type: none"> • Lead role in establishing links. 	
	<i>Community Involvement</i>	<ul style="list-style-type: none"> • Lead role in relevant community groups. 	
	<i>Consultancies</i>	<ul style="list-style-type: none"> • Obtain major consultancies. • Lead role in consultancies. • Authorship of major reports. 	

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Promotion to Academic Level E

The University *Academic Promotion for Levels C, D and E (Higher Education) Procedure* requires applicants to submit an application using a standard or intensive application.

An intensive application will normally apply to academic staff with non-standard duties as described in their position description. The Generic Academic Profiles for Academic Level E includes criteria for intensive applications.

For promotion to Academic Level E, the following minimum criteria per area of achievement are required:

Learning and Teaching - Level E

Activity		Criteria for Standard Application	Criteria for Intensive Application
Learning	<i>Evaluation</i>	<ul style="list-style-type: none"> • Demonstration of outstanding student evaluation of teaching and student evaluation of courses. • Evidence of leading peer evaluations of teaching. 	In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement: <ul style="list-style-type: none"> • Lead learning and teaching strategy for the discipline at international level. • Provide educational and pedagogy leadership within the discipline at international level. • Demonstrated ability to compete for international funding and demonstrated success in obtaining national funding for the development of learning and teaching. • Lead and conduct international research in teaching practices and disseminate research-informed teaching practices. • Lead innovations for program development and delivery at international level and provide leadership, as appropriate, for the program accreditation by professional bodies and adoption within universities. • Provide leadership in the development and implementation of professional development for staff within the University and other universities nationally and internationally. • Invitations to present at international conferences,
	<i>Reflection</i>	<ul style="list-style-type: none"> • Learning and teaching philosophy informed by research. • Significantly contributes to informing a learning and teaching philosophy for the discipline. 	
Teaching	<i>Innovation</i>	<ul style="list-style-type: none"> • Provide leadership in quality enhancements of programs and teaching resources. • Provide educational leadership within the discipline at national and/or international level. • Demonstrated national and/or international 	

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Activity		Criteria for Standard Application	Criteria for Intensive Application
		leadership in advanced practices in teaching. <ul style="list-style-type: none"> • Demonstrated national and/or international leadership and conduct of research into teaching practices for the discipline. • Provide leadership for the internationalisation of curricula. 	professional development workshops, etc. <ul style="list-style-type: none"> • Invitations to lead and/or participate in international projects, committees, etc. • Receipt of international awards.
	<i>Development and Coordination</i>	<ul style="list-style-type: none"> • Provide leadership in the development, implementation and coordination of learning and teaching strategies. • Provide leadership in developing and implementing innovations in teaching and learning. 	
	<i>Supervision and Consultation</i>	<ul style="list-style-type: none"> • Supervision of honours projects and postgraduate students. • Invitations to present at conferences, professional development workshops, etc. 	
	<i>Role Model</i>	<ul style="list-style-type: none"> • Provide mentoring and professional development to staff. • Provide leadership in creating mentoring and professional development 	

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Activity		Criteria for Standard Application	Criteria for Intensive Application
		opportunities and activities for staff.	

Research and Creativity - Level E

Activity		Criteria for Standard Application	Criteria for Intensive Application
Research	<i>Research</i>	<ul style="list-style-type: none"> Consolidated research profile and plan. Lead high quality research outputs with national and/or international impact. Lead multi-disciplinary research teams which include researchers from other national and/or international universities. 	<p>In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement:</p> <ul style="list-style-type: none"> Successful track record in obtaining significant national funding, in particular Category 1 grants, and international funding. Lead high quality research outputs with international impact. Lead multi-disciplinary research teams which include researchers from other international universities and/or organisations/institutions. Established and significant research relationships at international level. Commercialisation of research. Implementation of research findings that enhance economic, social, cultural and environmental outcomes. Invitations to lead and/or participate in international projects, committees, etc. Invitations as keynote/plenary speaker at international conferences. Receipt of international awards.
	<i>Research Supervision</i>	<ul style="list-style-type: none"> Significant track record of supervision and completion of Masters by Research and Doctoral students. Provides leadership in mentoring research staff and providing research/supervisory development opportunities. 	
	<i>Grants</i>	<ul style="list-style-type: none"> Lead research funding applications for external grant schemes. Successful track record in obtaining funding across 	

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Activity		Criteria for Standard Application	Criteria for Intensive Application
		multiple funding categories and/or schemes.	
	<i>Conference Participation</i>	<ul style="list-style-type: none"> • Invitations to conferences. • Keynote/plenary speaker at national and/or international conferences. 	
	<i>Publications</i>	<ul style="list-style-type: none"> • Significant publications in high quality and international journals. 	
	<i>Review/Editorial</i>	<ul style="list-style-type: none"> • Editorial and/or review role for high quality and international journals. • Review of ARC applications. • Thesis examinations. 	
	<i>Peer Recognition</i>	<ul style="list-style-type: none"> • National and/or international recognition. • Invitations to participate in projects, committees, etc. • Receipt of awards. • Fellowship of professional bodies. 	

Applications in the Creative Disciplines

For applications in the creative disciplines, the following criteria apply:

- production of significant new and nationally/internationally recognised creative works;
- providing leadership to substantial and significant creative projects at national/international level;
- evidence of national/international peer recognition of professional arts practice;
- invitation/s to serve on board/s and/or judging panel/s;
- winning prize of international standing;
- major exhibitions at national and international level;

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- commissioned works for performance, exhibitions, etc.; and
- critique or review of others' major work offering a significant new or original interpretation.

Leadership and Engagement - Level E

Activity		Criteria for Standard Application	Criteria for Intensive Application
Leadership	<i>School, Faculty and University Committees</i>	<ul style="list-style-type: none"> • Provide leadership in the development, implementation and monitoring of strategic and operational plans that contribute to the strategic priorities and objectives of the School, Faculty, Portfolio and/or University. 	In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement: <ul style="list-style-type: none"> •
	<i>School and Faculty Leadership</i>	<ul style="list-style-type: none"> • Provide academic leadership to the School and relevant discipline group or field contributing to the strategic priorities, objectives and values as per the University Charter. • Engage with School and Faculty staff and provide mentoring and other development initiatives for staff. 	
Engagement	<i>Professional Associations</i>	<ul style="list-style-type: none"> • Engage with profession and provide leadership to members. • Membership of accreditation, review and other similar associations/bodies at national and/or international level. 	In addition to the criteria for a standard application, the following criteria are expected as a result of intensive engagement: <ul style="list-style-type: none"> • Provide leadership in developing the strategic direction of the School, Faculty, Portfolio and University. • Provide leadership to the discipline and/or profession at international level.
	<i>University Partnerships</i>	<ul style="list-style-type: none"> • Provide leadership and lead the 	

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Activity		Criteria for Standard Application	Criteria for Intensive Application
		establishment of partnerships with other universities. <ul style="list-style-type: none"> • Provide leadership and direction in establishing partnerships at national and/or international level. • Proactive in promoting the sustainability and growth of the University. 	<ul style="list-style-type: none"> • Lead significant consulting projects by commission or invitation. • Invitation for expert advisory roles. • Development and implementation of commercial enterprises for the University. • International marketing of the University and attracting international students from specific markets.
	<i>Industry Linkage</i>	<ul style="list-style-type: none"> • Provide strategic direction in establishing meaningful links. • Demonstrated success in managing links and the University's profile. 	
	<i>Community Involvement</i>	<ul style="list-style-type: none"> • Provide leadership on public boards, committees, regional authorities, government committees, etc. • Provide professional knowledge and expertise that enhances public policy and practice, and/or economic, social, cultural and environmental outcomes. 	
	<i>Consultancies</i>	<ul style="list-style-type: none"> • Significant success in obtaining major consultancies and leading these to successful conclusion. 	

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Associated Documents

- Academic Promotions (Higher Education) Policy.
- Academic Promotion for Level B Only (Higher Education) Procedure.
- Academic Promotion for Levels C, D and E (Higher Education) Procedure.
- Equivalent Accreditation and Standing for Academic Promotion Purposes Guidelines.

Implementation

The Generic Academic Profiles - Achievement at Prescribed Academic Levels Guidelines will be implemented throughout the University via:

- an Announcement Notice under 'FedNews' on the website and through the University Policy - 'Recently Approved Documents' webpage to alert the University-wide community of the approved Guidelines; and
- inclusion on the University's online Policy Library.

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