



## Criteria for Academic Performance at UQ: Research Focused Academics

This guide provides you with an overview of UQ's expectations of our academic staff across four domains: (1) teaching; (2) research (3) supervision and researcher development; and (4) citizenship and service.

We measure our academic staff against these criteria during the recruitment process, the annual performance and development process, the confirmation of appointment process, and the promotion process.

### Additional Principles

The Criteria for Academic Performance have been designed as a principles-based framework that has regard for the following issues:

- **Relative to opportunity:** Your performance will be assessed against the criteria with regard to circumstances that impact on performance relative to opportunity. In terms of expectations for activity and output, consideration will be given to the fraction at which you have been employed, periods of absence and/or personal circumstances. Our Talent Acquisition team can be contacted via [recruitment@uq.edu.au](mailto:recruitment@uq.edu.au) if you would like to discuss anything in confidence.
- **Diversity among disciplines:** The criteria are intended to achieve clarity about UQ's expectations of academic staff performance, without inappropriate rigidity. Understanding discipline norms, and differences that result in for example, research output types or teaching practices, is an important component of assessing academic performance.
- **Seniority and experience:** The criteria describe how candidates for more senior positions are expected to make a greater contribution to leadership of their discipline, organisational unit and the University. This responsibility for greater leadership applies across teaching, research, supervision and researcher development and citizenship and service. Individuals often make a particular contribution in an area of strength which may change during their career and in response to the needs and opportunities of the institution.
- **Equity:** You will not be treated less favourably or subject to direct or indirect discrimination as a result of a protected attribute as outlined by Australia's [Fair Work Act](#).



## Academic Level A: Postdoctoral Research Fellow / Research Officer

### About the Position

As a Postdoctoral Research Fellow, you will focus your efforts on developing your expertise and emerging research profile in your discipline. At this level, it is expected that you will contribute to service and engagement roles and activities. As a research focused academic, you will be supported and guided by more senior academic research staff with the expectation of an increasing degree of autonomy over time.

### Criteria for Academic Performance by Domain

#### Teaching (where applicable)

- **Teaching profile:** Demonstrates an emerging profile and contribution to formal and informal teaching activities.
- **Curriculum and assessment design:** Assists with curriculum planning and assessment practices.
- **Pedagogies:** Implements pedagogies appropriate to the student cohorts.
- **Engagement:** Builds internal collaborations to strengthen the student experience and undertakes professional learning in teaching.
- **Leadership:** Teaches and/or assists in course coordination and participates in a range of student experiences.

#### Supervision and Researcher Development

- **Supervision outcomes:** Has a developing track record of achievement in supervision outcomes.
- **Responsible conduct of research:** Demonstrates active engagement in the responsible conduct of research.
- **Capability and skill development:** Contributes to the development of supervisee capabilities and skills.
- **Engagement:** Contributes to engagement opportunities for supervisees
- **Leadership:** Demonstrates personal effectiveness in supervision and the management of researcher development.

#### Research

- **Quality research outputs:** Produces research outputs consistent with discipline norms.
- **Funding and other external support:** Participates in funding applications or developing other external mechanisms of research support, consistent with discipline norms.
- **Translation and impact:** Contributes to progression towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ IP.
- **Engagement:** Contributes to the development of, or delivery of partnerships with research end users, or external collaborations resulting in quality outputs.
- **Leadership:** Participates in discipline service.

#### Citizenship and Service

- **Citizenship:** Demonstrates [UQ values](#).
- **Internal service:** Undertakes internal service role/s.
- **External service:** Collaborates in external service activities.
- **Engagement:** Collaborates in engagement activities and partnerships.
- **Leadership:** Shows leadership of self through collaboration and active participation in priority activities for the unit.



## Academic Level B: Research Fellow / Senior Research Officer

### About the Position

As a Research Fellow, you will engage in research to further your expertise and growing research profile to achieve national recognition in your discipline. At this level, it is expected that you will efficiently manage service and engagement roles and activities. As a research focused academic, you will be expected to fulfil the necessary requirements to contribute to the effective supervision of Honour and Higher Degree by Research students.

### Criteria for Academic Performance by Domain

#### Teaching (where applicable)

- **Teaching profile:** Demonstrates a growing profile and contribution to a range of teaching responsibilities.
- **Curriculum and assessment design:** Designs effective learning materials and assessment tasks.
- **Pedagogies:** Selects and uses teaching and learning approaches and technologies that generate student engagement.
- **Engagement:** Participates in education collaborations within teaching teams and/or across the unit and undertakes professional learning in teaching.
- **Leadership:** Coordinates courses and participates in a range of student experiences.

#### Supervision and Researcher Development

- **Supervision outcomes:** Has a developing track record of achievement in supervision outcomes.
- **Responsible conduct of research:** Demonstrates active engagement in the responsible conduct of research.
- **Capability and skill development:** Facilitates the development of supervisee capabilities and skills.
- **Engagement:** Facilitates engagement opportunities for supervisees.
- **Leadership:** Demonstrates personal effectiveness in supervision and the management of researcher development.

#### Research

- **Quality research outputs:** Produces research outputs consistent with discipline norms, with a lead role in some outputs, resulting in a developing national profile.
- **Funding and other external support:** Contributes to, and sometimes leads funding applications or other external mechanisms of research support, consistent with discipline norms.
- **Translation and impact:** Contributes to progression towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ IP.
- **Engagement:** contributes to the development of, or delivery of partnerships with research end users, or external collaborations resulting in quality outputs.
- **Leadership:** Participates in team building and/or discipline service.

#### Citizenship and Service

- **Citizenship:** Demonstrates [UQ values](#).
- **Internal service:** Undertakes internal service role/s effectively.
- **External service:** Actively pursues agreed goals in external service.
- **Engagement:** Actively pursues agreed goals in engagement activities and partnerships.
- **Leadership:** Shows leadership of self and others through mentoring and collaboration.



## Academic Level C: Senior Research Fellow

### About the Position

As a Senior Research Fellow, you will engage in research and leverage of your established record of achievement and national recognition in your discipline to develop your international reputation. At this level, it is expected that you will perform a range of high level of service and engagement roles and activities. As a research focused academic, you will provide leadership in research, including research training and supervision of Higher Degree by Research students.

### Criteria for Academic Performance by Domain

#### Teaching (where applicable)

- **Teaching profile:** Demonstrates an established record of effective contribution to a range of teaching responsibilities.
- **Curriculum and assessment design:** Demonstrates continuous improvement in curricular design and assessment practices.
- **Pedagogies:** Modifies teaching and learning approaches and technologies to motivate students' participation and achieve enhanced learning outcomes.
- **Engagement:** Builds and maintains internal and external education collaborations and undertakes/initiates professional learning in teaching.
- **Leadership:** Leads programs, disciplines, plans, courses, and/or student cohorts.

#### Supervision and Researcher Development

- **Supervision outcomes:** Has an established track record of achievement in supervision outcomes.
- **Responsible conduct of research:** Demonstrates and leads others in the responsible conduct of research.
- **Capability and skill development:** Demonstrates effective development of supervisee capabilities and skills.
- **Engagement:** shows leadership in facilitating engagement opportunities for supervisees.
- **Leadership:** Demonstrates personal effectiveness in supervision and the management of researcher development, and development of supervision capabilities.

#### Research

- **Quality research outputs:** Produces research outputs consistent with discipline norms, often as lead contributor, resulting in national recognition, and a developing international profile.
- **Funding and other external support:** Contributes to, and often leads, successful applications for significant external research funds, or other external mechanisms of research support, consistent with discipline norms.
- **Translation and impact:** Contributes to progression towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ IP.
- **Engagement:** contributes to the development of, or the delivery of partnerships with research end users, or external collaborations resulting in quality outputs.
- **Leadership:** Successfully builds teams and participates in discipline service, including service on editorial boards.

#### Citizenship and Service

- **Citizenship:** Demonstrates [UQ values](#) consistently.
- **Internal service:** Has an established record of achievement and initiative in internal service role/s.
- **External service:** Shows evidence of an established record in relation to external service.
- **Engagement:** Pursues successful engagement activities and media opportunities.
- **Leadership:** Shows leadership of self and others through mentoring, supervision and a responsibility for staff wellbeing.



## Academic Level D: Principal Research Fellow (Associate Professor)

### About the Position

As a Principal Research Fellow, you will engage in research and demonstrate a sustained record of outstanding contributions and achievement that is internationally recognised in your field of research. At this level, it is expected that you will make a strong contribution in service and engagement roles and activities. As a research focused academic, you will undertake leadership roles including research training and supervision of Higher Degree by Research students.

### Criteria for Academic Performance by Domain

#### Teaching (where applicable)

- **Teaching profile:** Demonstrates a sustained, skilled, and collegial contribution to teaching and the student experience.
- **Curriculum and assessment design:** Exhibits exemplary design in curricular and assessment practices that contributes to enhanced student learning outcomes.
- **Pedagogies:** Adapts and introduces novel teaching and learning approaches and technologies to inspire students' participation and achieve enhanced learning outcomes.
- **Engagement:** Builds and maintains internal and external education collaborations and leads or enables professional learning through advocacy, mentorship and/or scholarly inquiry.
- **Leadership:** Successfully initiates and leads educational programs, innovation and reform.

#### Supervision and Researcher Development

- **Supervision outcomes:** Has a sustained track record of achievement in supervision outcomes.
- **Responsible conduct of research:** Demonstrates and leads others in the responsible conduct of research.
- **Capability and skill development:** Demonstrates effective development of supervisee capabilities and skills.
- **Engagement:** Shows leadership in facilitating engagement opportunities for supervisees.
- **Leadership:** Shows leadership through personal effectiveness in supervision and the management of researcher development, and development of supervision capabilities.

#### Research

- **Quality research outputs:** Produces research outputs consistent with discipline norms, often as lead contributor, resulting in international recognition.
- **Funding and other external support:** Leads successful applications for significant external research funds often from diverse sources, or other significant external mechanisms of research support, consistent with discipline norms.
- **Translation and impact:** Leads the progression towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ IP.
- **Engagement:** Leads the development of, or the delivery of partnerships with research end users, or external collaborations resulting in quality outputs.
- **Leadership:** Successfully builds teams, and participates in discipline service, including service on leading editorial boards, or other discipline leadership positions.

#### Citizenship and Service

- **Citizenship:** Demonstrates and leads others in relation to [UQ values](#).
- **Internal service:** Sustains a track record of impact, achievement and initiative in internal service role/s.
- **External service:** Shows leadership in relation to external service.
- **Engagement:** Leads self and others in advancing partnerships, and in relation to UQ and public engagement activities.
- **Leadership:** Shows leadership of self and others through mentoring, supervision, responsibility for staff wellbeing, and contributing to the governance of the institution.



## Academic Level E: Professorial Research Fellow (Professor)

### About the Position

As a Professorial Research Fellow, you will engage in research that sustains your reputation for outstanding research and international leadership in the research area. At this level, you will make outstanding contributions in service and engagement roles and activities. As a research focused academic, you will be expected to demonstrate outstanding leadership in guiding the development of others, major funding initiatives and intellectual leadership beyond your specific areas of research.

### Criteria for Academic Performance by Domain

#### Teaching (where applicable)

- **Teaching profile:** Demonstrates a sustained, skilled, and collegial contribution to teaching and the student experience.
- **Curriculum and assessment design:** Leads and enables exemplary design of curricular and assessment practices that transforms student learning outcomes.
- **Pedagogies:** Adapts, enables and/or creates evidence-based teaching and learning approaches and technologies to promote outstanding student learning outcomes.
- **Engagement:** Builds, maintains, and expands significant national and/or international collaborations and inspires others through advocacy, mentorship and/or scholarly inquiry.
- **Leadership:** Successfully initiates and leads substantial educational programs, policies, strategies, innovations, and reform with national and/or international influence.

#### Supervision and Researcher Development

- **Supervision outcomes:** Has an outstanding track record of achievement in supervision outcomes.
- **Responsible conduct of research:** Demonstrates and leads others in the responsible conduct of research.
- **Capability and skill development:** Demonstrates effective development of supervisee capabilities and skills.
- **Engagement:** Shows leadership in facilitating engagement opportunities for supervisees.
- **Leadership:** Shows a high level of leadership through personal effectiveness in supervision and the management of researcher development, and development of supervision capabilities.

#### Research

- **Quality research outputs:** Leads research outputs consistent with discipline norms, consolidating a prominent international profile.
- **Funding and other external support:** Leads successful applications for significant external research funds, often from diverse sources, or other external mechanisms of research support, including being an integral contributor to major cross-disciplinary initiatives, consistent with discipline norms.
- **Translation and impact:** Leads and achieves transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ IP.
- **Engagement:** Leads the development and delivery of partnerships with research end users, or external collaborations resulting in quality outputs.
- **Leadership:** Successfully builds teams, holds leadership roles in discipline service, including service on prestigious editorial boards, or other discipline leadership positions, or national and international committees.

#### Citizenship and Service

- **Citizenship:** Demonstrates leadership of self and senior leadership of others in relation to [UQ values](#).
- **Internal service:** Demonstrates senior leadership in relation to internal service, including significant outcomes and innovations within and beyond the organisational area unit.
- **External service:** Demonstrates senior leadership in relation to external service.
- **Engagement:** Leads self and others in advancing partnerships, and in relation to UQ and public engagement activities.
- **Leadership:** Shows high level of leadership of self and others through mentoring, supervision, responsibility for staff wellbeing, and contributing to and improving the governance of the institution.