

## *Honorary Academic Title Performance and Promotions Indicators*

Summary of the general performance expected of honorary academic staff members at specified levels of appointment in the ANU School of Medicine and Psychology (In general, performance at a higher level includes indicators set out under lower levels in addition to those specific for the higher level).

For clinical title, the same indicators apply for teaching and service, along with evidence of clinical excellence, but research criteria need not be met  
Assessment of academic level for Aboriginal and/or Torres Strait Islander staff should be informed by The National Indigenous Higher Education Workforce Strategy (NIHEWS) objectives, take into account the significant 'invisible' workload often undertaken by staff in representational and other activities and the importance of supporting and fostering cultural knowledge systems and cultural obligations in learning.

	<b>Level A</b>		<b>Level B</b>		<b>Level C</b>		<b>Level D</b>		<b>Level E</b>	
	<b>Associate Lecturer</b>		<b>Lecturer</b>		<b>Senior Lecturer</b>		<b>Associate Professor</b>		<b>Professor</b>	
	<b>Clinical</b>	<b>Full</b>	<b>Clinical</b>	<b>Full</b>	<b>Clinical</b>	<b>Full</b>	<b>Clinical</b>	<b>Full</b>	<b>Clinical</b>	<b>Full</b>
<b>Criteria for appointment/promotions</b>	meets criteria for teaching and service, along with evidence of clinical excellence, but research criteria need not be met	fulfils teaching, research and service criteria, along with evidence of clinical excellence	meets criteria for teaching and service, along with evidence of clinical excellence, but research criteria need not be met	fulfils teaching, research and service criteria, along with evidence of clinical excellence	meets criteria for teaching and service, along with evidence of clinical excellence, but research criteria need not be met	fulfils teaching, research and service criteria, along with evidence of clinical excellence	meets criteria for teaching and service, along with evidence of clinical excellence, but research criteria need not be met	fulfils teaching, research and service criteria, along with evidence of clinical excellence	meets criteria for teaching and service, along with evidence of clinical excellence, but research criteria need not be met	fulfils teaching, research and service criteria, along with evidence of clinical excellence
<b>Postgraduate Level</b>	around 3 years postgraduate		around 4 to 6 years postgraduate, and completed specialist or GP registration		around 6 to 10 years postgraduate, with 4-5 years of specialist / general practice experience		around 11 to 15 years postgraduate		around 15+ years postgraduate	
<b>Likely Applicant</b>	<ul style="list-style-type: none"> <li>Junior doctor, resident or registrar or health professional equivalent</li> </ul>		<ul style="list-style-type: none"> <li>career medical officer or junior specialist</li> <li>research fellow working towards a doctoral qualification</li> <li>GP or other health professional of equivalent standing</li> </ul>		<ul style="list-style-type: none"> <li>senior specialist in teaching hospital</li> <li>research fellow with doctoral qualification</li> <li>GP or other health professional of equivalent standing</li> </ul>		<ul style="list-style-type: none"> <li>leadership role in teaching hospital and/or at state-wide or national level</li> <li>Fellowship of Professional College or GP or health professional equivalent</li> </ul>		<ul style="list-style-type: none"> <li>high-level leadership role in teaching hospital and/or at national or international level</li> <li>Fellowship of Professional College or GP or other health professional of equivalent standing</li> </ul>	

<b>Desirable Qualifications</b>	<ul style="list-style-type: none"> <li>primary degree in field</li> </ul>	<ul style="list-style-type: none"> <li>Fellowship of Professional College or GP or health professional, or postgraduate award at diploma level</li> </ul>	<ul style="list-style-type: none"> <li>Fellowship of Professional College or GP or health professional equivalent, or postgraduate degree at Masters level</li> </ul>	<ul style="list-style-type: none"> <li>Fellowship of Professional College or health professional equivalent.</li> <li>Usually postgraduate degree at Masters or Doctoral level</li> </ul>	<ul style="list-style-type: none"> <li>Fellowship of Professional College or health professional equivalent</li> <li>Usually postgraduate degree at doctoral level</li> </ul>
<p><i>Expectations at progressive levels are <u>cumulative</u>. The items presented here serve as illustrative examples. Applicants are not necessarily required to cover all items but should use this document as a guide when presenting promotion applications</i></p>					
<b>Clinical Activity</b>					
<b>Clinical (as per clinical supervisor)</b>	<ul style="list-style-type: none"> <li>clinical competence appropriate to a doctor in training, or health professional early in their career</li> <li>attendance at, and contribution to, clinical meetings at local level</li> </ul>	<ul style="list-style-type: none"> <li>clinical competence appropriate to a junior staff specialist, health professional or GP equivalent</li> <li>participation in conferences and workshops on current clinical practice</li> </ul>	<ul style="list-style-type: none"> <li>clinical competence appropriate to a senior staff specialist, health professional, or GP equivalent</li> </ul>	e.g. leadership in national clinical activities	e.g. leadership in national and international clinical activities
<b>Teaching and Education Activity</b>					
<b>Teaching</b>	<ul style="list-style-type: none"> <li>relatively informal contribution to education: <ul style="list-style-type: none"> <li>acting as demonstrator, facilitator or tutor e.g. in practical sessions</li> </ul> </li> <li>providing teaching and supervision during student clinical placements</li> <li>development and/or review of resources</li> <li>team-based learning sessions</li> </ul>	<ul style="list-style-type: none"> <li>formal, evaluated contribution to teaching: <ul style="list-style-type: none"> <li>large-group sessions e.g. Team-based learning</li> <li>small-group sessions (e.g. tutorials, seminars, bedside teaching, workshops, CBLs, practicals)</li> </ul> </li> <li>development, creation and/or review of resources e.g. videos, TBL cases</li> <li>supervisor for clinical placements:</li> <li>curriculum design, development or management</li> </ul>	<ul style="list-style-type: none"> <li>course administration and co-ordination</li> <li>development and implementation of new curriculum activities</li> <li>integration of technology to enhance education activities</li> <li>participation in curriculum reviews or development of new courses</li> <li>contribution to education-related committee / subcommittee, working party or accreditation panel at ANU</li> </ul>	<ul style="list-style-type: none"> <li>chair of education-related committee /subcommittee</li> <li>education leadership in a formal role</li> <li>significant formal contribution to postgraduate and professional education</li> <li>contribution to national/international education or scientific committees</li> <li>evidence of teaching innovation and/or teaching award</li> </ul>	<ul style="list-style-type: none"> <li>development and co-ordination of education programs at ANU; specialist college or health professional equivalent at national level</li> <li>leadership of curriculum design, review and/or reform activities</li> <li>contribution to development ANU, specialist college or health professional equivalent education policy and procedure</li> <li>convenor/chair of national / international education and scientific committees or meetings</li> </ul>

		<ul style="list-style-type: none"> <li>membership of the ANU Educational Fellowship scheme. e.g. Associate Fellow or Fellow</li> </ul>	<ul style="list-style-type: none"> <li>membership of the ANU Education Fellowship scheme e.g. Fellow or Senior Fellow</li> </ul>	<ul style="list-style-type: none"> <li>membership of the ANU Education Fellowship scheme e.g. Senior Fellow</li> </ul>	<ul style="list-style-type: none"> <li>publication of scholarly educational products such as new teaching programs</li> <li>membership of the ANU Educational Fellowship scheme e.g. Senior Fellow or Principal Fellow</li> </ul>
<b>Assessment</b>	<ul style="list-style-type: none"> <li>contribution to: <ul style="list-style-type: none"> <li>assessment activities</li> <li>written examinations</li> <li>clinical examinations</li> <li>workplace-based assessment</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>significant contribution to assessment activities: <ul style="list-style-type: none"> <li>written examinations</li> <li>clinical examinations</li> <li>workplace-based assessment</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>contribution to assessment committees at ANU</li> <li>assessing for postgraduate/ professional qualifications</li> </ul>	<ul style="list-style-type: none"> <li>chairing of assessment committees at ANU</li> <li>contribution to assessment committees at postgraduate/ professional level</li> </ul>	<ul style="list-style-type: none"> <li>chairing of assessment committees at postgraduate/ professional level</li> </ul>
<b>Other e.g. awards, professional development, scholarship</b>	<ul style="list-style-type: none"> <li>Education awards e.g. program or school level</li> <li>Contribution to scholarly activities e.g. creation of educational resources</li> <li>Contribution to delivery of professional development at ANU School or College level</li> </ul>	<ul style="list-style-type: none"> <li>Education awards e.g. program or school level</li> <li>Contribution to scholarly activities e.g. creation of educational resources</li> <li>Contribution to delivery of professional development at ANU School or College level</li> </ul>	<ul style="list-style-type: none"> <li>Education awards e.g. program or school level</li> <li>Contribution to scholarly activities e.g. creation of educational resources</li> <li>Contribution to delivery of professional development at ANU School, College or institutional level</li> </ul>	<ul style="list-style-type: none"> <li>Education awards e.g. program or school level</li> <li>Leadership of scholarly activities within and outside the institution e.g. creation and dissemination of educational resources</li> <li>Design and delivery of professional development at School, College or institutional level</li> </ul>	<ul style="list-style-type: none"> <li>Education awards e.g. program or school level</li> <li>Leadership of scholarly activities within and outside the institution e.g. creation and dissemination of educational resources</li> <li>Design and delivery of professional development at School, College or institutional level</li> <li>Member of external review or accreditation panels</li> </ul>

Research Activity					
<b>Research</b>	<ul style="list-style-type: none"> <li>• participation in clinical research or audit projects</li> </ul>	<ul style="list-style-type: none"> <li>• contribution to project design and execution of original research</li> <li>• instigation of collaborative projects</li> </ul>	<ul style="list-style-type: none"> <li>• generation of significant, sustained body of clinical research</li> <li>• increasing, national profile in chosen area of expertise</li> <li>• receipt of institutional prizes for research excellence</li> </ul>	<ul style="list-style-type: none"> <li>• increasing international profile in chosen area of expertise.</li> <li>• translation of research findings through commercialisation or policy impact</li> <li>• receipt of national prizes for research excellence</li> </ul>	<ul style="list-style-type: none"> <li>• outstanding national and international research profile in chosen area of expertise</li> <li>• election to scientific academies</li> <li>• receipt of international prizes for research excellence</li> </ul>
<b>Publications</b>	<ul style="list-style-type: none"> <li>• publications of case report, review article, or equivalent</li> </ul>	<ul style="list-style-type: none"> <li>• co-author on research publications in peer-reviewed journals or refereed conference papers</li> </ul>	<ul style="list-style-type: none"> <li>• lead author on research publications in peer-reviewed journals or refereed conference papers</li> <li>• reviewer of journal or conference papers</li> <li>• author of textbook chapters</li> </ul>	<ul style="list-style-type: none"> <li>• sizeable body of work published in peer-reviewed journals of international standing</li> <li>• editor of scholarly books</li> </ul>	<ul style="list-style-type: none"> <li>• member of journal editorial board</li> <li>• A author of scholarly books</li> </ul>
<b>Meetings</b>	<ul style="list-style-type: none"> <li>• presentations at regional or national clinical meeting</li> </ul>	<ul style="list-style-type: none"> <li>• presentations at national and international conferences/meetings</li> </ul>	<ul style="list-style-type: none"> <li>• higher-level presentations at national and international conferences/ clinical meetings</li> <li>• Invited speaker at national conferences/ clinical meetings</li> <li>• member of conference/ workshop organisational committee</li> </ul>	<ul style="list-style-type: none"> <li>• invited speaker at national and International conferences/ clinical meetings</li> <li>• invitations to give seminars at other institutions</li> <li>• major role in conference/ workshop organisation</li> </ul>	<ul style="list-style-type: none"> <li>• regular invitations to deliver plenary or keynote presentations at national and international meetings (with a contribution to costs from the meeting organisers)</li> <li>• invitation to give seminars and/or be a visiting professor at other universities/research institutes (with a contribution to costs from the meeting organisers)</li> <li>• lead role in large-scale or international conference/ workshop organisation</li> </ul>



<b>Grants</b>		<ul style="list-style-type: none"> <li>• contribution to applications for external funding for research</li> </ul>	<ul style="list-style-type: none"> <li>• lead applications for external funding for research</li> <li>• demonstrated efforts to attract research funding from philanthropic sources</li> </ul>	<ul style="list-style-type: none"> <li>• consistent submission of competitive grant applications (which may include category 1, 2, 3 funding* and research fellowships).</li> <li>• invitations to review grant applications for national and international grant agencies</li> <li>• participation in grant review panels</li> </ul>	<ul style="list-style-type: none"> <li>• chief Investigator on Category 1 externally-funded grant, or larger, collaborative grants, e.g. NHMRC Program Grants or ARC or NHMRC Centres of Excellence</li> </ul>
<b>Supervision</b>		<ul style="list-style-type: none"> <li>• supervision and examination of students (e.g. MChD research project), or professional trainees (junior doctors or other health professionals) in research projects (i.e. for specialist college or equivalent research projects)</li> </ul>	<ul style="list-style-type: none"> <li>• panel or advisory member for HDR students</li> <li>• contribution to research training</li> </ul>	<ul style="list-style-type: none"> <li>• chair of panel for HDR students.</li> <li>• examiner of HDR students</li> <li>• formal mentoring of early career researchers and HDR students</li> </ul>	<ul style="list-style-type: none"> <li>• guiding and facilitating junior academic staff in the supervision of Honours, Masters and PhD students</li> </ul>
<b>Administrative</b>			<ul style="list-style-type: none"> <li>• member of school research committee</li> <li>• member of research ethics committee</li> <li>• online research presence</li> </ul>	<ul style="list-style-type: none"> <li>• department, school, college or university research leadership role e.g. chair of research ethics committee</li> <li>• national &amp; international media appearances</li> <li>• playing a role in a national/international research organisation. e.g. contribution to national/international research committees</li> </ul>	<ul style="list-style-type: none"> <li>• playing a role in an international research organisation. e.g. chair of national / international research committee</li> </ul>

\* Category 1: Australian Competitive Grants; Category 2: Other Public Sector Research Income; Category 3: Industry and Other Research Income  
(<https://www.education.gov.au/higher-education-research-data-collection>)

Service and Outreach Activity					
Clinical		<ul style="list-style-type: none"> <li>• membership of professional bodies</li> <li>• involvement in hospital or specialist societies: <ul style="list-style-type: none"> <li>• local leadership roles</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• involvement in hospital or specialist societies: <ul style="list-style-type: none"> <li>• regional leadership roles</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• leadership role in hospital department or major committee, or GP or health professional equivalent</li> <li>• involvement in hospital or specialist societies: <ul style="list-style-type: none"> <li>• state-wide or national leadership role</li> <li>• lead hospital/specialist college or health professional equivalent committees</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• head of hospital department or major committee for at least 5 years, or GP or health professional equivalent</li> <li>• involvement in hospital or specialist societies: <ul style="list-style-type: none"> <li>• national or international leadership roles</li> <li>• involvement with government</li> </ul> </li> </ul>
University			<ul style="list-style-type: none"> <li>• service in roles such as Associate Director</li> <li>• contributions to School committees</li> </ul>	<ul style="list-style-type: none"> <li>• service in roles such as Associate Dean.</li> <li>• contributions to ANU, School or Centre Boards or Committees</li> <li>• provision of staff training and support (e.g. supervision of staff)</li> </ul>	<ul style="list-style-type: none"> <li>• service in roles such as Head of School/ Centre or Associate Dean.</li> <li>• contributions to strategic and operational planning, or policy formulation and development</li> <li>• leadership and active engagement in reviews, evaluations, quality assurance and improvement of programs</li> </ul>

<b>Wider Community</b>	<ul style="list-style-type: none"> <li>• involvement in community/school education activities</li> </ul>	<ul style="list-style-type: none"> <li>• Initiatives to enhance access, equity and diversity</li> </ul>	<ul style="list-style-type: none"> <li>• authorship/co-development of educational policy, membership of a governance or management committee, steering committee, or working party within a Centre, Department, health service, college or similar</li> <li>• development of programs for broader community/schools</li> </ul>	<ul style="list-style-type: none"> <li>• engagement/collaboration with philanthropy, alumni and foundations</li> <li>• consultancy services for government bodies and other external stakeholders</li> <li>• appointed expert: <ul style="list-style-type: none"> <li>• commissioned or invited report</li> <li>• informal advice (closed/open forum; briefing)</li> <li>• formal submission</li> <li>• appearance before Parliamentary or Agency Committee</li> </ul> </li> <li>• contribution to development of educational policy, regulatory instrument, or legislation.</li> <li>• service for government, education authority, panel or public advisory boards</li> <li>• engagement with public: <ul style="list-style-type: none"> <li>• invited media appearance (TV, radio, webcast) on education matters</li> <li>• public comment/op-ed or opinion piece on higher education policy or education-related topic</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• external reviewer of training/education/services of other universities or professional bodies</li> <li>• public policy advice to government, NGOs including submissions, reports, appointment</li> <li>• high impact collaboration with government agencies, national and international scholarly institutions and other organisations which generate substantial outcomes</li> <li>• translation of research and research publications into accessible, policy-salient forms</li> <li>• leadership role in a national/ international research organisations with multiple external partners including other universities, research institutions and industry groups</li> <li>• participation in national/international policy-setting committees and reviews</li> <li>• reviewing peer teaching or research organisations, e.g. other university departments, research institutes or education programs</li> </ul>
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Evidence					
	<ul style="list-style-type: none"> <li>• updated curriculum vitae:               <ul style="list-style-type: none"> <li>• publications, meeting presentations,</li> <li>• prizes, awards</li> </ul> </li> <li>• evidence of high-level clinical performance from clinical supervisor</li> <li>• evidence of quality of teaching (SELT reports, peer-review of teaching performance, or teaching awards)</li> <li>• evidence of contribution to School of Medicine and Psychology program assessments.</li> </ul>	<ul style="list-style-type: none"> <li>• updated curriculum vitae:               <ul style="list-style-type: none"> <li>• publications, meeting presentations</li> <li>• H-index, citations</li> <li>• grants and other support</li> <li>• prizes, awards</li> </ul> </li> <li>• evidence of high-level clinical performance from clinical supervisor</li> <li>• evidence of quality of teaching (SELT reports, peer-review of teaching performance, or teaching awards)</li> <li>• evidence of contribution to School of Medicine and Psychology program assessments</li> <li>• additional evidence attesting to individual education, research and service activities</li> </ul>	<ul style="list-style-type: none"> <li>• updated curriculum vitae:               <ul style="list-style-type: none"> <li>• publications, meeting presentations</li> <li>• H-index, citations</li> <li>• grants and other support</li> <li>• list of higher degree students</li> <li>• patents, prizes, awards</li> <li>• honorary title at other universities</li> </ul> </li> <li>• evidence of high-level clinical performance from clinical supervisor</li> <li>• evidence of quality of teaching (SELT reports, peer-review of teaching performance, or teaching awards)</li> <li>• evidence of contribution to School of Medicine and Psychology program assessments</li> <li>• additional evidence attesting to individual education, research and service activities</li> </ul>	<ul style="list-style-type: none"> <li>• updated curriculum vitae:               <ul style="list-style-type: none"> <li>• publications, meeting presentations</li> <li>• H-index, citations</li> <li>• grants and other support (also list unsuccessful grant applications as evidence of academic work)</li> <li>• list of higher degree students</li> <li>• patents, prizes, awards</li> <li>• honorary title at other universities</li> </ul> </li> <li>• evidence of high-level clinical performance from clinical supervisor</li> <li>• evidence of quality of teaching (SELT reports, peer-review of teaching performance, or teaching awards)</li> <li>• evidence of contribution to School of Medicine and Psychology program assessments</li> <li>• additional evidence attesting to individual education, research and service activities</li> </ul>	<ul style="list-style-type: none"> <li>• updated curriculum vitae:               <ul style="list-style-type: none"> <li>• publications, meeting presentations</li> <li>• H-index, citations</li> <li>• grants and other support</li> <li>• list of higher degree students</li> <li>• patents, prizes, awards</li> <li>• honorary title at other universities</li> </ul> </li> <li>• evidence of high-level clinical performance from clinical supervisor</li> <li>• evidence of quality of teaching (SELT reports, peer-review of teaching performance, or teaching awards)</li> <li>• evidence of contribution to School of Medicine and Psychology program assessments</li> <li>• additional evidence attesting to individual education, research and service activities</li> </ul>