

EXAMPLES OF ACADEMIC WORK FOR TEACHING AND RESEARCH SCHOLARS

The activities listed below are examples of academic work appropriate for each career stage. The lists should not be considered prescriptive. Academic roles are unique and shaped by School and discipline requirements. Further advice about activities relevant to your discipline is best sought from academic leaders from within the discipline.

LEARNING AND TEACHING CATEGORY

CAREER STAGE	LEVEL A / B	LEVEL C <i>In addition to earlier career stage:</i>	LEVEL D / E <i>In addition to earlier career stages:</i>
TEACHING EXCELLENCE	<p>Select and implement appropriate teaching and assessment methods for units.</p> <p>Ensure teaching and learning activities and content meets intended learning outcomes.</p> <p>Problem solve issues that may affect teaching delivery.</p> <p>Contribute to the development of new teaching methods, tools.</p> <p>Prepare and mark assessments in a timely manner.</p> <p>Contribute to evidenced based review and improve processes for unit / course.</p> <p>Participate in teaching development activities.</p> <p>Advocate for resourcing / infrastructure when relevant.</p> <p>Develop knowledge of University learning and teaching activities and services, e.g. Centre for Learning and Teaching services.</p>	<p>Design and review units in the context of course, accreditation and/or industry / profession requirements.</p> <p>Plan appropriate method to introduce course / unit changes in collaboration with relevant stakeholders.</p> <p>Oversee course management and quality assurance.</p> <p>Supervise student projects and/or Work Integrated Learning placements.</p> <p>Manage teaching teams effectively.</p> <p>Continue to develop in depth knowledge of discipline area.</p> <p>Keep up to date with innovations in teaching practices in the discipline, and discuss these innovations with colleagues.</p> <p>Participate in development of courses and other learning activities to enhance the student experience.</p>	<p>Successfully lead the design, development and review of teaching programs.</p> <p>Lead the strategic development of courses and other learning and teaching initiatives to enhance the student experience.</p> <p>Provide guidance to other academic staff on learning and teaching issues.</p> <p>Provide effective line management of learning and teaching staff, including performance management.</p> <p>Demonstrates successful course / program management and development through data, e.g. student enrolment, retention, completions, awards.</p>
TEACHING SCHOLARSHIP	<p>Develop knowledge of relevant pedagogical research.</p> <p>Reflect on own teaching performance, feedback to students and mentoring, to develop own teaching practices.</p>	<p>Design projects to explore innovation and change in teaching and learning.</p> <p>Active involvement in peer review, benchmarking of teaching, learning and assessment activities.</p> <p>Engage in research in teaching and learning, and communicate research findings within the University and externally as relevant.</p>	<p>Demonstrate esteemed teaching scholarship profile.</p> <p>Lead debate on improving teaching quality, and advocate own innovations.</p>

CAREER STAGE	LEVEL A / B	LEVEL C <i>In addition to earlier career stage:</i>	LEVEL D / E <i>In addition to earlier career stages:</i>
TEACHING IMPACT AND ENGAGEMENT	<p>Contribute to the School's internal seminar program / networking.</p> <p>Develop external relationships with industry / profession to inform course development.</p> <p>Develop understanding of industry / profession context, trends, projected skills requirements of graduates.</p>	<p>Lead / support academic networking groups in discipline and related disciplines.</p> <p>Contribute to public discourse on educational topics, through networks or media.</p> <p>Support organisation of academic meetings, e.g. national conference.</p> <p>Participate in industry / profession networks and conferences.</p> <p>Mentor other academic staff as appropriate.</p>	<p>Esteemed academic profile with high profile (inter)nationally in discipline and/or industry / profession.</p> <p>Lead and mentor other academic staff in their learning and teaching practices.</p> <p>Demonstrate leadership in public discourse on educational topics, through networks or media.</p> <p>Identify professional development needs of other academic staff, and source /encourage development activities.</p> <p>Sought as keynote speaker at significant conferences.</p>

RESEARCH AND RESEARCH TRAINING CATEGORY

CAREER STAGE	LEVEL A / B	LEVEL C <i>In addition to earlier career stage:</i>	LEVEL D / E <i>In addition to earlier career stages:</i>
RESEARCH AND RESEARCH TRAINING	<p>Develop and maintain knowledge of discipline research areas and methodologies.</p> <p>Develop personal research plan for next three - five years with line manager.</p> <p>Analyse, interpret and write up research findings with appropriate support.</p> <p>Communicate research findings at relevant fora.</p> <p>Supervises research students as appropriate.</p> <p>Develop awareness of University's research strategy, and broader research sector issues and trends.</p> <p>Develop knowledge of University research activities and services, e.g. Office for Research and Innovation services.</p>	<p>Independently work to own research plan, individually or through research team activities.</p> <p>Apply for grants to further own discipline research.</p> <p>Co-ordinate research team activities, including ensuring rigour and relevant standards are applied to the team's activities.</p> <p>Displays track record of successful HDR and Honours completions.</p> <p>Support student and staff research skill development.</p> <p>Advise other staff on research strategy and broader research sector issues.</p> <p>Support Executive Dean, Associate Dean (Research) and Research Centre Director (if relevant) in development of School / Research Centre research strategy.</p>	<p>Demonstrates esteemed, (inter)nationally recognised research profile in the context of their discipline.</p> <p>Demonstrates track record of successful competitive grant applications, generating income and increasing reputation of School/ University.</p> <p>Esteemed and sustained high quality publication record.</p> <p>Sustained history of successful HDR and Honours completions.</p> <p>Provides effective leadership and line management of research staff / teams, including performance management.</p> <p>Lead collaborative partnerships to enhance research activities and outcomes.</p>

CAREER STAGE	LEVEL A / B	LEVEL C <i>In addition to earlier career stage:</i>	LEVEL D / E <i>In addition to earlier career stages:</i>
RESEARCH ACTIVITY METRICS	Collate data on own research activity and outputs (e.g. quality, impact, income), and use data to inform future research activities. Contribute to successful HDR and Honours completions through effective supervision.	Demonstrates activity and output level appropriate for academic level and discipline.	Demonstrates an esteemed activity and output level appropriate for a Level D Associate Professor or Level E Professor in a particular discipline.
RESEARCH IMPACT AND ENGAGEMENT	Establish connections with industry / profession to inform own research. Collaborate with research groups and/or external activities to engage beyond the University. Seek advice on commercialisation from ORI, if relevant.	Publishes findings in quality publications. Disseminates findings at conferences and other relevant industry / profession gatherings. Pursues opportunities to collaborate with other researchers / institutions. Contributes to publication reviews. Consulted by industry / profession on areas of specialisation. Mentor other academic staff as appropriate.	Converts research findings into innovations, impacting communities, industry and/or profession. Journal editorship. Provides expert commentary to media. Lead collaborative partnerships to enhance research activities and outcomes. Leads external research networks, and mentors within these networks. Builds on research profile reputation to broadly disseminate research findings to discipline networks and/ or media.

UNIVERSITY SERVICE CATEGORY

CAREER STAGE	LEVEL A / B	LEVEL C <i>In addition to earlier career stage:</i>	LEVEL D / E <i>In addition to earlier career stages:</i>
UNIVERSITY SERVICE	Develop awareness of issues and trends in higher education sector impacting on ECU. Represent the School / University as required. Co-ordinate academic activities appropriate for academic level, e.g. unit administration. Develop knowledge of ECU policies / initiatives, e.g. Athena SWAN pilot program, OHS. Supervision of sessional staff. Participate in Management for Performance (MPS) and plan professional development.	Co-ordinate academic activities appropriate for academic level, e.g. course / unit / research program administration activities. Maintain knowledge and advise on University policies and initiatives. Contribute to School / University committees and working groups. Membership of recruitment panel. Contribute to collaborative innovation, change and improvements across the University.	Lead / contribute to executive level School / University committees and working groups. Lead collaborative innovation, change and improvements across the University. Mentor senior colleagues when required. Lead School /discipline contribution to University's strategic priorities.