

EXAMPLES OF ACADEMIC WORK FOR RESEARCH FOCUSED 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.

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>Contribute positively to research team activities, including sharing ideas on improvements, alternative methods, etc.</p> <p>Develop and maintain knowledge of discipline research areas and methodologies.</p> <p>Develop own research plan with line manager, ensuring alignment with broader research team activities and objectives.</p> <p>Analyse, interpret and write up research findings with appropriate support.</p> <p>Communicate research findings at relevant fora.</p> <p>Supervise 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 (ORI) 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>Produce quality publications as appropriate for the discipline.</p> <p>Continue development of own discipline research and publications.</p> <p>Co-ordinate research team activities, including ensuring rigour and relevant standards are applied to the team's activities.</p> <p>Manage resources as appropriate (e.g. research project budget, equipment, staffing).</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>Chief Investigator of significant project.</p> <p>Lead author of quality publications as appropriate for the discipline.</p> <p>Leads management and development of high profile research program of significant (inter)national standing.</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>
RESEARCH ACTIVITY METRICS	<p>Collate data on own research outputs (quality, impact, income measures), and use data to inform future research activities.</p> <p>Contribute to successful HDR and Honours completions through effective supervision.</p>	<p>Demonstrates output levels appropriate for academic level and discipline.</p>	<p>Demonstrates an esteemed output level appropriate for a Level D Associate Professor or Level E Professor in a particular discipline.</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 IMPACT AND ENGAGEMENT	<p>Establish connections with industry / profession to inform own research.</p> <p>Collaborate with research groups and/or external activities to engage beyond the University.</p> <p>Seek advice on commercialisation from ORI, if relevant.</p>	<p>Publishes findings in quality publications.</p> <p>Disseminates findings at conferences and other relevant industry / profession gatherings.</p> <p>Pursues opportunities to collaborate with other researchers / institutions.</p> <p>Contributes to publication reviews.</p> <p>Consulted by industry / profession on areas of specialisation.</p> <p>Mentor other academic staff as appropriate.</p>	<p>Converts research findings into innovations, impacting communities, industry and/or profession (inter)nationally.</p> <p>Keynote speaker for international conferences.</p> <p>Journal editorship.</p> <p>Sought for expert commentary by media / other organisations on subject matter.</p> <p>Lead collaborative partnerships to enhance research activities and outcomes.</p> <p>Leads external research networks, and mentor within these networks.</p> <p>Builds on research profile reputation to broadly disseminate research findings to discipline networks and/ or media.</p>

LEARNING AND TEACHING CATEGORY (IF RELEVANT)

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 and the student experience.</p> <p>Prepare and mark assessments in a timely manner.</p> <p>Contribute to evidence based review and improve processes for unit.</p> <p>Participate in teaching development activities.</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>Manage sessional staff, if relevant.</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>Provide guidance to other academic staff on learning and teaching issues in own field.</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 SCHOLARSHIP	Develop knowledge of relevant pedagogical research. Reflect on own teaching performance, feedback to students and mentoring, to develop own teaching practices.	Active involvement in peer review, benchmarking of teaching, learning and assessment activities.	Contribute to debate on improving teaching quality, and advocate own innovations.
TEACHING IMPACT AND ENGAGEMENT	Develop understanding of industry / profession context, trends, projected skills requirements of graduates.	Participate in industry / profession networks and conferences.	Lead and mentor other academic staff in their learning and teaching practices.

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.