TEACHING DOMAIN

ACADEMIC PERFORMANCE: EXPECTATION BY LEVEL

Level E Professor	Level D Associate Professor	Level C Senior Lecturer	Level B Lecturer	Level A Associate Lecturer
TEACHING DOMAIN PERFORMANCE CRITERIA				
a) **Teaching profile:** demonstrates a sustained, skilled, and collegial contribution to teaching and the student experience b) **Curriculum and assessment design:** leads and enables exemplary design of curricular and assessment practices that transforms student learning outcomes c) **Pedagogies:** adapts, enables and/or creates evidence-based teaching and learning approaches and technologies to promote outstanding student learning outcomes d) **Engagement:** builds, maintains, and expands significant national and/or international collaborations and inspires others through advocacy, mentorship and/or scholarly inquiry e) **Leadership:** successfully initiates and leads substantial educational programs, policies, strategies, innovations, and reform with national and/or international influence	a) **Teaching profile:** demonstrates a sustained, skilled, and collegial contribution to teaching and the student experience b) **Curriculum and assessment design:** exhibits exemplary design in curricular and assessment practices that contributes to enhanced student learning outcomes c) **Pedagogies:** adapts and introduces novel teaching and learning approaches and technologies to inspire students' participation and achieve enhanced learning outcomes d) **Engagement:** builds and maintains internal and external education collaborations and leads or enables professional learning through advocacy, mentorship and/or scholarly inquiry e) **Leadership:** successfully initiates and leads educational programs, innovation and reform	a) **Teaching profile:** demonstrates an established record of effective contribution to a range of teaching responsibilities b) **Curriculum and assessment design:** demonstrates continuous improvement in curricular design and assessment practices c) **Pedagogies:** modifies teaching and learning approaches and technologies to motivate students' participation and achieve enhanced learning outcomes d) **Engagement:** builds and maintains internal and external education collaborations and undertakes/initiates professional learning in teaching e) **Leadership:** leads programs, disciplines, plans, courses, and/or student cohorts	a) **Teaching profile:** demonstrates a growing profile and contribution towards a range of teaching responsibilities b) **Curriculum and assessment design:** designs effective learning materials and assessment tasks c) **Pedagogies:** selects and uses teaching and learning approaches and technologies that generate student engagement d) **Engagement:** participates in education collaborations within teaching teams and/or across the unit and undertakes professional learning in teaching e) **Leadership:** coordinates courses and participates in a range of student experiences	a) **Teaching profile:** demonstrates an emerging profile and contribution to formal and informal teaching activities b) **Curriculum and assessment design:** assists with curriculum planning and assessment practices c) **Pedagogies:** implements pedagogies appropriate to the student cohorts d) **Engagement:** builds internal collaborations to strengthen the student experience and undertakes professional learning in teaching e) **Leadership:** teaches and/or assists in course coordination and participates in a range of student experiences

RESEARCH DOMAIN				
ACADEMIC PERFORMANCE: EXPECTATION BY LEVEL				
Level E Professor	Level D Associate Professor	Level C Senior Lecturer	Level B Lecturer	Level A Associate Lecturer
RESEARCH DOMAIN PERFORMANCE CRITERIA				
a) **Quality research outputs:** leads research outputs consistent with discipline norms, consolidating a prominent international profile b) **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 c) **Translation and impact:** Leads and achieves transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ IP d) **Engagement:** leads the development and delivery of partnerships with research end users, or external collaborations resulting in quality outputs e) **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	a) **Quality research outputs:** produces research outputs consistent with discipline norms, often as lead contributor, resulting in international recognition b) **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 c) **Translation and impact:** leads the progression progression towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ IP d) **Engagement:** leads the development of, or the delivery of partnerships with research end users, or external collaborations resulting in quality outputs e) **Leadership:** successfully builds teams, and participates in discipline service, including service on leading editorial boards, or other discipline leadership positions	a) **Quality research outputs:** produces research outputs consistent with discipline norms, often as lead contributor, resulting in national recognition, and a developing international profile b) **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 c) **Translation and impact:** contributes to progression towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ IP d) **Engagement:** contributes to the development of, or the delivery of partnerships with research end users, or external collaborations resulting in quality outputs e) **Leadership:** successfully builds teams and participates in discipline service, including service on editorial boards	a) **Quality research outputs:** produces research outputs consistent with discipline norms, with a lead role in some outputs, resulting in a developing national profile b) **Funding and other external support:** contributes to, and sometimes leads funding applications or other external mechanisms of research support, consistent with discipline norms c) **Translation and impact:** contributes to progression towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ IP d) **Engagement:** contributes to the development of, or delivery of partnerships with research end users, or external collaborations resulting in quality outputs e) **Leadership:** participates in team building and/or discipline service	a) **Quality research outputs:** produces research outputs consistent with discipline norms b) **Funding and other external support:** participates in funding applications or developing other external mechanisms of research support, consistent with discipline norms c) **Translation and impact:** contributes to progression towards transfer of knowledge, technology and practices to research end users through translation, including commercialisation of UQ IP d) **Engagement:** contributes to the development of, or delivery of partnerships with research end users, or external collaborations resulting in quality outputs e) **Leadership:** participates in discipline service

SUPERVISION AND RESEARCHER DEVELOPMENT DOMAIN				
ACADEMIC PERFORMANCE: EXPECTATION BY LEVEL				
Level E Professor	Level D Associate Professor	Level C Senior Lecturer	Level B Lecturer	Level A Associate Lecturer
SUPERVISION AND RESEARCHER DEVELOPMENT DOMAIN PERFORMANCE CRITERIA				
a) **Supervision outcomes:** has an outstanding track record of achievement in supervision outcomes b) **Responsible conduct of research:** demonstrates and leads others in the responsible conduct of research c) **Capability and skill development:** demonstrates effective development of supervisee capabilities and skills d) **Engagement:** shows leadership in facilitating engagement opportunities for supervisees e) **Leadership:** shows a high level of leadership through personal effectiveness in supervision and the management of researcher development, and development of supervision capabilities	a) **Supervision outcomes:** has a sustained track record of achievement in supervision outcomes b) **Responsible conduct of research:** demonstrates and leads others in the responsible conduct of research c) **Capability and skill development:** demonstrates effective development of supervisee capabilities and skills d) **Engagement:** shows leadership in facilitating engagement opportunities for supervisees e) **Leadership:** shows leadership through personal effectiveness in supervision and the management of researcher development, and development of supervision capabilities	a) **Supervision outcomes:** has an established track record of achievement in supervision outcomes b) **Responsible conduct of research:** demonstrates and leads others in the responsible conduct of research c) **Capability and skill development:** demonstrates effective development of supervisee capabilities and skills d) **Engagement:** shows leadership in facilitating engagement opportunities for supervisees e) **Leadership:** demonstrates personal effectiveness in supervision and the management of researcher development, and development of supervision capabilities	a) **Supervision outcomes:** has a developing track record of achievement in supervision outcomes b) **Responsible conduct of research:** demonstrates active engagement in the responsible conduct of research c) **Capability and skill development:** facilitates the development of supervisee capabilities and skills d) **Engagement:** facilitates engagement opportunities for supervisees e) **Leadership:** demonstrates personal effectiveness in supervision and the management of researcher development	a) **Supervision outcomes:** has a developing track record of achievement in supervision outcomes b) **Responsible conduct of research:** demonstrates active engagement in the responsible conduct of research c) **Capability and skill development:** contributes to the development of supervisee capabilities and skills d) **Engagement:** contributes to engagement opportunities for supervisees e) **Leadership:** demonstrates personal effectiveness in supervision and the management of researcher development

CITIZENSHIP AND SERVICE DOMAIN

ACADEMIC PERFORMANCE: EXPECTATIONBY LEVEL

Level E Professor	Level D Associate Professor	Level C Senior Lecturer	Level B Lecturer	Level A Associate Lecturer
CITIZENSHIP AND SERVICE DOMAIN PERFORMANCE CRITERIA				
a) **Citizenship:** demonstrates leadership of self and senior leadership of others in relation toUQ values b) **Internal service:** demonstrates senior leadership in relation to internal service, including significantoutcomes and innovations within and beyond the organisational area unit c) **External service:** demonstrates senior leadership in relation to external service d) **Engagement:** leads self and othersin advancing partnerships, and in relation to UQ and public engagement activities e) **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	a) **Citizenship:** demonstrates and leads others in relationto UQ values b) **Internal service:** sustains a track record of impact, achievement and initiative ininternal service role/s c) **External service:** shows leadership in relation to external service d) **Engagement:** leads self and others in advancing partnerships, and in relationto UQ and public engagement activities e) **Leadership:** shows leadership of selfand others through mentoring, supervision, responsibility for staff wellbeing, and contributing to the governance of the institution	a) **Citizenship:** demonstrates UQvalues consistently b) **Internal service:** has an established record of achievement and initiative ininternal service role/s c) **External service:** shows evidence of an established record in relation to externalservice d) **Engagement:** pursues successful engagement activities and media opportunities e) **Leadership:**shows leadership of self and others through mentoring, supervision and a responsibility for staff wellbeing	a) **Citizenship:** demonstratesUQ values b) **Internal service:** undertakesinternal service role/s effectively c) **External service:** activelypursues agreed goals in external service d) **Engagement:** actively pursues agreed goals in engagement activities andpartnerships e) **Leadership:** shows leadership of selfand others through mentoring and collaboration	a) **Citizenship:** demonstrates UQvalues b) **Internal service:** undertakesinternal service role/s c) **External service:** collaborates inexternal service activities d) **Engagement:** collaborates in engagement activities and partnerships e) **Leadership:** shows leadership of self through collaboration and active participation in priority activitiesfor the unit