Criteria for Academic Promotion

- Applicants should nominate whether their application is to be considered as research track, learning and teaching track or combined track. Criteria relate to what is expected of an academic in the particular track or cohort and reflect performance over a number of years. The table on the next page summarises the criteria.

- Applicants are encouraged to focus on two or three examples that best illustrate what they have achieved rather than catalogue every possible example.

- Cross-reference linkages in the application rather than repeat evidence eg postgraduate supervision of students is relevant to both teaching and research but should be covered once.

- Evidence should be provided to substantiate claims of the quality and impact of the contributions made.

- Applications for promotion to Associate Professor or Professor should demonstrate evidence of leadership.

- Promotion is primarily dependent on demonstrated ability and achievement since the applicant’s appointment to their current position. However, secondary evidence may be derived from work during earlier career stages that has underpinned the achievement of the relevant standard for promotion. In exceptional circumstances promotion may be judged primarily on achievement prior to appointment to the current position.

Specific Standards of Contribution

Applicants should refer to Schedule 3 of the UNSW (Academic Staff) Enterprise Agreement (2006) which specifies position classification standards.
### SUMMARY OF ACADEMIC PROMOTION TRACKS

<table>
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<tr>
<th>CATEGORY</th>
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<th>TEACHING TRACK</th>
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If appointed to a Research only position either need O+ and no specific requirements for L&T and service, or need O/S/S.

*Either Research or Service must be Superior or L&T O+ and Research and Service sustained.

**Outstanding Plus** is **expected** standard at the top quartile of level above current appointment (O+)

**Outstanding** is **expected** standard at the mid point of the level above current appointment (O)

**Superior** is **expected** standard at bottom quartile at level above current appointment (Sup)

**Sustained** is **expected** standard of average level of current appointment (S)

**NB:** Expected levels of performance are in particular cohort/track and will reflect performance over a number of years.