



Academic Staff Promotion Criteria

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Purpose:	The purpose of this document should be read in conjunction with the EIT Academic Staff Promotion Policy
Scope:	EIT academic staff who: <ul style="list-style-type: none">• Have been employed by the EIT for at least 12 months (full time or sessional). The period of service is calculated as 12 months continuous service prior to 1 June of the year of the application)• Want to apply for promotion to the level immediately above their substantive classification (for example; lecturer to senior lecturer or to course coordinator).
Essential Supporting Documents:	
Related Documents:	<ul style="list-style-type: none">- Selection, Appointment and Induction Policy – Academic and Administration Staff- Selection, Appointment and Induction Procedure – Academic and Administration Staff- Staff Development Policy- Academic Staff Promotions Policy

1.0 Introduction

This document is to be read in conjunction with Promotion Criteria as detailed in Section 3 of the Academic Staff Promotions Policy. All potential candidates should also read the EIT's Strategic Plan to gain an understanding of the direction that the EIT is taking and how they can further these objectives.

Eligible applicants' suitability for promotion will be assessed against the levels as



outlined by the Educational Services in this policy and the following criteria:

- Teaching
- Leadership
- Scholarship
- Industry Experience
- A range of supporting objective metrics are required (in the first three areas as a minimum) including:
- Graduate progress and outcomes
- Student Feedback
- Attrition rates

This section of the document provides more detail on these criteria. It is broken down into the following three sections:

- Application
- Criteria
- Measurement of performance

2.0 Application

Applicants need to carefully review the promotion criteria and ensure they provide objective evidence relating to each of the areas listed above with a quantitative percentage weighing across each of the areas of teaching, leadership and scholarship, with supporting evidence provided for industry experience. These metrics are useful as they provide an objective basis for assessment for promotion.

3.0 Criteria

Details of requirements in each of the areas is listed below:

Teaching

Typical evidence that should be provided under this criterion includes:

- Performance on student academic results, student satisfaction, attrition rates, progression and graduation rate measures
- Job-readiness for graduates obtained through feedback from industry and business
- Application of innovative teaching for worldwide based students using distance learning in the field of engineering and technology
- Improvements and innovative teaching when taking students from a vocational background to that of higher education
- Preparation of books, courses, curricula and assessments (based on actual materials from videos, software, websites and associated documentation)



- Appointments to government and industry sponsored teaching and associated academic panels
- Receipts of teaching and academic awards

Leadership

Evidence of academic leadership can be evidenced by the following criteria:

- Assisting and mentoring of both teaching and research staff
- Innovative and pioneering leadership in teaching and program innovation
- Successfully identifying new areas in which to provide courses and programs
- Leading research and teaching teams
- Organising conferences and new courses (e.g. for industry)
- Leading review committees
- Leadership in the administrative and academic activities of the EIT
- Demonstrating leadership to industry in innovative practices which are adopted

Scholarship

Evidence of scholarship in teaching and research can be shown by one or more of the following activities:

- Successful publication of papers for journals and conferences
- Successful publication of books, software and web sites
- The number of citations of published work
- Research income generated
- Industry, business and academic uptake of innovations published or suggested
- Peer respect (consultancies, editorial roles, industry boards, patents)

4.0 Measurement of Performance

Three forms of measurement will be used in teaching, leadership and scholarship with supporting contributions made in industry experience:

- Sustained contribution (acknowledged as making a contribution in line with the existing academic requirements)
- Major contribution (acknowledged as making an excellent contribution)
- Outstanding contribution (acknowledged on a national basis as making a contribution)

Promotion to Senior Lecturer requires at least an Australian equivalent PhD (doctoral) qualification and a major contribution in two of the three areas above, with



a sustained contribution to the third one. Promotion to Deputy Dean would require an outstanding contribution to at least two of the criteria and a sustained contribution to the third.