

## APAC Benchmarking Criteria for Level E Academic Positions in Psychology

### General

An academic at Level E is expected to demonstrate:

- provision of leadership and the fostering of excellence in research, teaching and policy development in the psychology discipline within the institution, the community and/or the profession;
- having attained recognition as an eminent authority in the psychology discipline, achievement of distinction at the national level (and usually also distinction at the international level); and
- the making of original, innovative and distinguished contributions to scholarship, research and teaching in the discipline of psychology, as well as commensurate contributions to the work of the institution.

### Research

An academic at Level E is expected to demonstrate each of the following:

- international recognition through original, innovative and distinguished contributions to his or her field of research, demonstrated by sustained and distinguished performance; and
- provision of leadership in his or her field of research, within his or her institution, discipline and/or profession and within the scholarly and/or general community. He or she fosters excellence in research, research policy and research training; and
- he/she holds a postgraduate degree (usually a PhD) in psychology.

Quantifiable evidence of research activity can be demonstrated by:

- publications, in particular papers in high ranking refereed international scientific journals and other scholarly works;
- grants/Scholarships/Fellowships secured;
- invited major presentations;
- intellectual property commercialisation/uptake;
- professional activity –consultancy, policy work for governments and other high level bodies; and
- collaborative and interdisciplinary research activity as a leader/member.

Quality and impact may be measured by consideration of:

- citation rates (could include Public Lending, Educational Lending Right, viscopy, copyright agency etc);
- status of publication within the field/discipline of psychology, where work is published; and
- broader value of the work for social, environmental, cultural and/or commercial benefit.

### Education

An academic at Level E is expected to demonstrate experience and leadership in each of the following:

- the conduct of tutorials, practical classes, demonstrations, workshops, student fieldwork and/or professional practica;
- initiation and development of unit and course materials/curricula;
- acting as director of a program or degree;
- the preparation and delivery of lectures and seminars;

- supervision of the program of study of honours students or of postgraduate students engaged in course work;
- supervision of postgraduate and higher degree by research projects, major honours research projects, and other research projects;
- development of course material and course coordination with appropriate advice from and support of senior staff;
- marking and assessment;
- consultation with students;
- a range of administrative functions the majority of which are connected with the subjects in which the academic teaches.

Quality and impact may be measured by consideration of each of the following:

- effectiveness of supervision of research students;
- documented teaching performance, impact of educational design and curriculum or syllabus development;
- effectiveness and student experience of teaching.

### **Service**

An academic at Level E is expected to demonstrate each of the following:

- academic leadership to the discipline and the institution;
- contributions to the institution on Boards, Reviews, Committees, and Policy Review processes;
- provision of staff supervision, support and mentoring;
- administrative leadership to the institution;
- contribution to management of the institution, especially at faculty or higher levels (non-academic committees, reviews, policy reviews);
- community liaison and outreach on behalf of the institution
  - to the psychology profession and discipline;
  - to the community;
  - to Government/organizations; and
- expert contribution on behalf of her/his institution's community, including public commentary, advice as an expert witness/consultant, contribution to government re education and training issues.

Quality and impact may be measured by consideration of:

- broader value of the work for social, environmental, cultural and/or commercial benefit; and
- recognition by professional/regulatory/peak bodies