

## Professor Emerita/Emeritus Evaluation Criteria

A nominee's performance will be considered against two key criteria:

1. Distinguished service to Macquarie University – the nominee must demonstrate outstanding achievement in Leadership and Citizenship, *and*
2. A sustained track record of outstanding performance in at least one, but no more than two, of the four areas of Scholarship:
  - Scholarship of Discovery
  - Scholarship of Integration
  - Scholarship of Teaching
  - Scholarship of Application.

A nominee's whole of career will be considered, although special attention will be placed on performance and contributions to Macquarie University.

The table below outlines examples of evidence as per the Academic Promotion Criteria for Level E. These examples are indicative only and do not provide a list of expectations. It is not expected that nominees would cover all the examples/indicators in a category to achieve Outstanding in that category. The focus is on quality of achievement, not on the number of examples/indicators that are covered in the nomination. It is recognised that the areas of Scholarship overlap, and nominations can speak to more than one area.

### Examples of evidence / Indicators

Leadership and Citizenship	The scholarship of Discovery	The scholarship of Integration	The scholarship of Teaching	The scholarship of Application
<b>Demonstration and modelling of University values and leadership qualities</b> <ul style="list-style-type: none"> <li>• Demonstrative leadership in embedding University values into local practices and processes</li> <li>• Active participation in further developing University values</li> </ul>	<b>Research output</b> <ul style="list-style-type: none"> <li>• Demonstration of research leadership at an international level</li> <li>• High-quality publications/creative works, conference presentations, based upon a sustained research program.</li> </ul>	<b>Synthesis of research</b> <ul style="list-style-type: none"> <li>• Leading innovation in cross-disciplinary research</li> <li>• Establishment and recognition of novel integrative research field</li> <li>• Director of University or external research center</li> </ul>	<b>Curriculum development and innovation</b> <ul style="list-style-type: none"> <li>• Strategic role in learning and teaching design, delivery and management within a reflective approach</li> <li>• Leading the development and implementation of University-</li> </ul>	<b>Engagement with industry, government or community</b> <ul style="list-style-type: none"> <li>• Nationally recognised track record of value to the University arising from sustained and durable partner engagement - e.g. research or philanthropic funding, societal policy changes,</li> </ul>

Leadership and Citizenship	The scholarship of Discovery	The scholarship of Integration	The scholarship of Teaching	The scholarship of Application
<p><b>Active service and contribution to University strategy and business with clear leadership</b></p> <ul style="list-style-type: none"> <li>Track record of significant senior administrative and leadership roles with demonstrative outcomes</li> <li>Evidence of leadership within the broader academic and non-academic community</li> </ul> <p><b>Mentoring and development of junior colleagues and students</b></p> <ul style="list-style-type: none"> <li>Significant track record of successful mentoring activities</li> <li>External recognition of mentoring activities</li> <li>Development and participation in University/discipline wide mentoring workshops &amp; initiatives</li> <li>Track record of performance management of staff</li> </ul> <p><b>Reflective citizenship practice and development</b></p> <ul style="list-style-type: none"> <li>Evidence of creating environment of reflective practice and development at local level</li> <li>Provision of professional development for other staff</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of sustained growth in lifetime citations</li> </ul> <p><b>Research impact</b></p> <ul style="list-style-type: none"> <li>Demonstrated research capacity and productive research engagements and collaborations – internal and external.</li> <li>Invitations to give keynote presentations at international conferences, invitations to join/chair prestigious national and international committees</li> <li>Leadership of a national or international research centre/network or other multi-researcher enterprise</li> </ul> <p><b>Grant income</b></p> <ul style="list-style-type: none"> <li>Significant track record of attracting external competitive grant funding at a national or international level, typically involving multiple institutions</li> </ul> <p><b>HDR supervision</b></p> <ul style="list-style-type: none"> <li>Leadership of a supportive research-training environment that enables learning and discovery and facilitates on-time HDR completions.</li> </ul>	<ul style="list-style-type: none"> <li>Leading research networks, conference, workshops</li> <li>Editor-in-Chief</li> </ul> <p><b>Embedding research activity or research into student learning and curriculum</b></p> <ul style="list-style-type: none"> <li>Leading teaching syntheses across University and beyond (e.g. strategy development, cross university programs &amp; activities, national teaching grants)</li> </ul> <p><b>Media or community communications</b></p> <ul style="list-style-type: none"> <li>Sustained evidence of media and community engagement with national and international impact</li> </ul> <p><b>Contribution to tertiary education policy and practice</b></p> <ul style="list-style-type: none"> <li>Creation of advisory boards</li> <li>Sustained evidence of high level influence on research and teaching practice (strategy development and implementation, relevant chair duties on committees and boards)</li> </ul>	<p>wide learning and teaching innovation</p> <p><b>Excellent student outcomes</b></p> <ul style="list-style-type: none"> <li>Sector engagement and direction of learning and teaching initiatives – including systematic quality enhancement</li> </ul> <p><b>Engagement with student feedback</b></p> <ul style="list-style-type: none"> <li>Leadership in Strategic direction of learning and teaching, including policy direction</li> </ul> <p><b>Engagement with peer review</b></p> <ul style="list-style-type: none"> <li>Leading the University's engagement in national learning and teaching activities</li> <li>Contribution to the development of others</li> </ul> <p><b>Professional development and accreditation</b></p> <ul style="list-style-type: none"> <li>Recognition through external professional development opportunities (e.g. Higher Education Academy)</li> <li>Leading institutional professional development and staff support approaches</li> </ul> <p><b>Scholarship of Learning and Teaching</b></p> <ul style="list-style-type: none"> <li>Significant contribution to the scholarship of learning and teaching through conference engagement or publication.</li> </ul>	<p>student placements, graduate employment, reputational value</p> <ul style="list-style-type: none"> <li>Providing mentorship to the academy on engagement strategies with industry, government and community</li> <li>Demonstrated impact on national and international government policy and public debate</li> </ul> <p><b>Professional or discipline practice</b></p> <ul style="list-style-type: none"> <li>Exceptional evidence of academic leadership within one's own discipline or profession (e.g. national reputation, development of professional standards, involvement in national accreditation activities)</li> <li>Authoritative public voice for one's profession or discipline of clear reputational value to the University</li> </ul>