

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 Citizenship and Leadership, *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 Education
 - 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. 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.

Examples of evidence / Indicators

Citizenship and Leadership	The scholarship of Discovery	The scholarship of Integration	The scholarship of Education	The scholarship of Application
CITIZENSHIP Demonstration of, and role modelling of inclusive behaviour and University values and leadership qualities • Demonstrative leadership in embedding University values and the Diversity, Inclusion and Belonging framework into local practices and processes • Active participation in further developing University values Reflective citizenship practice and development • Evidence of creating an environment of reflective practice and development at local level • Provision of professional development for other staff LEADERSHIP Active service and contribution to University strategy and business with clear leadership • Track record of significant senior administrative and leadership roles with demonstrative outcomes • Evidence of leadership within the broader academic and non-academic community Mentoring and development of junior colleagues and students • Significant track record of successful mentoring activities • External recognition of mentoring activities	Research output • Demonstration of research leadership at an international level • High-quality publications/creative works, conference presentations, based upon a sustained research program (with a clear explanation of the applicant's contribution) • Demonstrated research capacity and productive research engagements and collaborations – internal and external • Evidence of sustained growth in lifetime citations Research impact • Significant and sustained evidence and external recognition of status as a research leader based on research influence, uptake and value at a national and/or international level • Invitations to give keynote presentations at international conferences, invitations to join/chair prestigious national and international committees • Leadership of a national or international research centre/network or other multi-researcher enterprise Grant income • Significant track record of attracting and leading external competitive grant funding at a national or international level, typically involving multiple institutions • Appropriate stewardship of	Synthesis of research • Leading innovation in multi-, cross- or interdisciplinary research • Establishment and recognition of novel integrative research field • Director or co-director of collaborative, coordinated and consilient research initiatives, collectives or communities (including International, National, State or University Centres) • Leading research networks, conference, workshops • Editor-in-Chief Embedding research activity or research into student learning and curriculum • Leading teaching syntheses across the University and beyond (e.g. strategy development, cross university programs and activities, national teaching grants) Media or community communications • Sustained evidence of media and community engagement with national and international impact Contribution to tertiary education policy and practice • Creation of advisory boards • Sustained evidence of high-level influence on research and teaching practice (strategy development and implementation, relevant chair	Curriculum design, development and innovation • Evidence of strategic leadership in curriculum design and development that has Faculty or University level impact • Evidence of driving highly effective, sustained and transformative curriculum delivery across a course or Faculty with evidence of student engagement and achievement • Evidence of leading the implementation of innovative education practices that enhance the student experience and/or outcomes • Education Grants or Awards at National level Student learning outcomes and achievement • Evidence of driving initiatives that result in sustained excellence in student engagement and achievement at scale that have been informed by data or other evidence. • Strategic leadership in the implementation and/or scaling of student-centred teaching approaches at Faculty or University level with demonstrated impact on the educational environment and student outcomes	Engagement with industry, government or community • 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, student placements, graduate employment, reputational value • Providing mentorship to the academy on engagement strategies with industry, government and community • Demonstrated impact on national and international government policy and public debate Professional or discipline practice • 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) • Authoritative public voice for one's profession or discipline of clear reputational value to the University • Leveraging extensive senior industry, government or community leadership to enact significant educational and organisational improvements within the University, which contributes substantially to the enhancement of its reputation and international stature

Citizenship and Leadership	The scholarship of Discovery	The scholarship of Integration	The scholarship of Education	The scholarship of Application
• Development and participation in University/discipline wide mentoring workshops and initiatives • Track record of performance management of staff	research funding and sharing best practice with others Graduate Research supervision • Leadership of a supportive research-training environment that enables learning and discovery and facilitates on-time GR completions, successful outcomes and future trajectories Research best practice • Discipline, institution or sector leadership of the responsible conduct of research and component knowledge and skills (e.g., ethics, integrity, data management) • Sustained leadership within the discipline, organizational unit, university or sector in the understanding and integration of transparency in research • Significant and sustained leadership of initiatives that ensure a sustainable, inclusive and cooperative research culture within the university or beyond	duties on committees and boards) • Authoritative leadership and oversight of academic activities • Significant and sustained contribution to the development, implementation and review of innovative quality assurance and governance frameworks, including policies, structures, relationships, systems and processes	Reflective and evidence-informed enhancement of teaching quality and education practice • Evidence of active and sustained leadership in developing and implementing strategic initiatives at Faculty or Institutional level that have demonstrated outcomes of enhanced education practice and teaching quality • Evidence of leading initiatives at a Faculty or Institutional level that drive systematic and sustained engagement with student feedback to enhance educational practice and teaching quality Professional development and accreditation • Evidence of leadership in driving active and reflective engagement in the professional development of educators at Faculty and/or Institutional level that has resulted in demonstrated impact on educational practices and on the student experience and/or outcomes • Evidence of leading the scholarship of education through publications, presentations or other activities that has national and/or international recognition • Principal Fellow of Advance HE Leadership in education • Reflective portfolio evidences a sustained commitment to personal growth and development as an	

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			educational leader with deep impact on students and/or other educators at an Faculty or Institutional level • Evidence of senior leadership in education with documented impact on the education practices of others at scale at a Faculty or Institutional level. • Evidence of leadership in developing and implementing Faculty or Institutional educational strategies • Evidence of leadership in shaping educational practice and/or policy at scale	