

CRITERIA FOR ASSESSING THE LEVEL OF CONJOINT, ADJUNCT OR HONORARY ACADEMIC APPOINTMENT



A candidate applying for a Conjoint, Adjunct or Honorary Academic Appointment at the following levels: Associate Lecturer, Lecturer, Senior Lecturer, Associate Professor and Professor are required to demonstrate achievements in the categories of:

- a) Teaching;
- b) Research;
- c) Engagement.

A candidate for Adjunct Professor of Practice is required to demonstrate achievement in engagement.

	Qualifications	Teaching	Research	Engagement
Associate Lecturer	Four years tertiary study in relevant discipline and/or equivalent qualifications and/or professional experience. In some cases an honours degree or higher qualification will be required.	No experience required	Affiliated with a College recognised group or organisation involved in research	None required.
Lecturer	PhD and/or recognised experience in the relevant discipline area.	Some undergraduate teaching experience. Some experience in organisation of subject/course material for undergraduate program.	Engaged in higher research degree and/or author or co-author on at least one research publication or scholarly work. Limited involvement in academic curriculum or school committees.	Limited professional or community engagement.
Senior Lecturer	PhD and/or recognised significant experience in the relevant discipline area.	Established track record in undergraduate, postgraduate teaching or continuing education.	Active member of a research team and established publication track record. Evidence of the curriculum or content development of subject/course material for undergraduate, postgraduate and or continuing education courses.	Evidence of organisational leadership in research or educational activities within a University environment. Significant professional or community engagement.

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	Qualifications	Teaching	Research	Engagement
Associate Professor	PhD and/or recognised significant experience in the relevant discipline area.	Significant experience of undergraduate, postgraduate or continuing education teaching.	Have been research project leader and/or obtained competitive research funding and/or have been a regular reviewer of journal manuscripts or research grant applications. Have an established publication track record over the last 5 years.	Demonstrated recognition as a leader or successful academic or administrator in a University and/or have held membership of a professional society. Have made regular presentations to learned societies and/or been an active member of a professional society over the past 5 years.
Professor	PhD or equivalent qualifications/experience and recognised as a leading authority in the relevant discipline area.	Significant experience of undergraduate, postgraduate or continuing education teaching.	Significant experience as research project leader and/or obtained competitive research funding from nationally and/or internationally recognized bodies and/or have been a regular reviewer of journal manuscripts or research grant applications. Have an established publication track record over the last 5 years.	Demonstrated substantial external recognition as a leader or successful academic or administrator in a University and/or have held Council/Executive membership of a professional society. Have made regular presentations to learned societies at professional or specialist educational level and/or have been a highly regarded member of a professional society or body over the past 5 years.
Adjunct Professor of Practice	No formal qualification needed.	Normally not required. If teaching is a part of position, requirements similar to Conjoint Associate Professor are needed.	Normally not required.	Demonstrated significant and outstanding professional leadership at local, national or international level of a public or private organisation. Significant contribution to academic, professional or business development.