

CHMW CRITERIA FOR ASSESSING THE LEVEL OF CLINICAL CONJOINT ACADEMIC APPOINTMENT

A candidate applying for a Clinical Conjoint Academic Appointment at the following levels: Associate Lecturer, Lecturer, Senior Lecturer, Associate Professor and Professor are required to demonstrate the expected skill base and achievements in **at least two (2)** of the categories of:

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

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

It is recognised that opportunities for research and/or teaching in general practice vary from hospital practice. Typical teaching in general practice/primary care is practice-based one-on-one teaching with medical students during their rotations, and as GP-registrars.

In relation to research, GPs interested in general practice research are generally part of the General Practice Research Network. Research questions typically relate to practical, patient centred care. In addition, important primary-care led research focuses on the organisation of health care and healthcare systems. Researchers frequently apply 'novel research approaches and thinking' as many research questions cannot be answered with the more traditional RCT design. This in turn means that much primary care research of high quality has limited or no funding.

Level	Skill Base	Teaching	Research	Engagement
Associate Lecturer (A)	Basic professional qualifications e.g.: MBBS, MD, B Nursing or equivalent, or allied health qualification. Typically, Interns, Residents and Registrars would apply for this title.	Teaching experience, for example small group teaching and/or supervision/and or assessment of health care students.	Involvement in local audit or other hospital-based case review and/or advisor for student-associated research activity.	Engagement locally in hospital/health service or professional organisation.
Lecturer (B)	As for Associate Lecturer, plus specialist qualifications (e.g. FRACP, FRACS, FRACGP etc. or equivalent) or higher degree by research (MPhil, PhD) or completed Graduate Certificate/Master in Health Professional Education. Typically, Lecturer is the entry point for those holding Consultant level medical appointments.	Regular small group teaching and/or guest lectures and/or clinical workshops; and/or contribution to delivery of units of study at UG or PG level; and/or involvement in clinical assessments (OSCEs or vivas).	Some record of research outputs e.g. publications in peer-reviewed journals for the field and/or co-supervision of a research student and/or presentation of an abstract (i.e. Poster or oral presentation) at a national level conference.	Involvement with a university, professional or community organisation.

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Senior Lecturer (C)	As for Lecturer plus advanced qualifications such as a PhD or equivalent, or qualifications as appropriate for relevant discipline and have equivalent professional experience at a senior level.	As for Lecturer plus established and sustained track record in undergraduate and/or postgraduate teaching and/or continuing education.	As for Lecturer, plus a growing national reputation in research through original contributions to research and scholarship and/or co-supervision of a higher degree research student and/or participating in applications for competitive research grants.	Evidence of leadership in a university, professional and/or community organisation.
Associate Professor (D)	As for Senior Lecturer plus recognised professional leader with established national reputation in professional practice.	As for Senior Lecturer plus strategic leadership in the planning, delivery, and assessment of undergraduate, postgraduate teaching and/or continuing education and/or experience in the organisation of course content and/or curriculum development and/or assessment design. Recognised as a content expert within the discipline at a national level.	As for Senior Lecturer plus a national and growing international reputation in research demonstrating sustained quality and significant impact plus mentorship/supervision of more junior colleagues and/or successful applications for competitive research grants as Chief Investigator in the last 5 years.	Recognition of senior leadership in a university, professional and/or national community organisation and/or senior project leader of partnerships between the University, health sector, industry/government or other stakeholders.

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Professor (E)	As for Associate Professor plus recognised as a professional leader with established national international reputation in professional practice.	As for Associate Professor plus recognised as a content expert within discipline at a national and international level plus expected to exercise a special responsibility in providing leadership and in fostering excellence in teaching plus sustained and significant strategic leadership in the planning, delivery, and assessment of teaching at all levels plus mentoring of junior educators and/or playing an active senior role in the maintenance of academic standards and the development of educational policy.	As for Associate Professor plus recognized as an expert within the discipline at a national and international level. Expected to exercise a special responsibility in providing leadership and in fostering excellence in research plus international reputation for sustained quality and significant impact as a project leader through publication plus maintains a record of successful applications for external research funding as the Chief investigator and guides the development of junior staff and/or researchers.	Significant and sustained outstanding senior leadership in a university, professional or community organisation plus collaborations at national and international level and/or delivering governance and policy at a national or international level.
Adjunct Professor of Practice	Recognised as a professional leader with established international reputation in professional practice.	Normally not required. If teaching is a part of position, requirements similar to Conjoint Associate Professor are expected.	Normally not required.	Demonstrated significant and outstanding professional leadership at local, national and international level of a public or private organisation and/or Demonstrated a significant and outstanding contribution to academic, professional or business development at local, national, and international level.