

Table 1

Academic Categories	Themes of Academic Activity and Constituent Criteria	Threshold for Academic Levels			
		A to B	B to C	C to D	D to E
Teaching and Research Academic	Learning and Teaching	Meritorious or Satisfactory*	Meritorious	Outstanding or Meritorious**	Outstanding
	Research	Meritorious or Satisfactory*	Meritorious	Outstanding or Meritorious**	Outstanding
	Academic Citizenship and Engagement	Satisfactory	Satisfactory	Meritorious	Meritorious
Research Focused Academic	Learning and Teaching	Satisfactory	Meritorious or Satisfactory*	Meritorious	Meritorious or Outstanding**
	Research	Meritorious	Meritorious	Outstanding	Outstanding
	Academic Citizenship and Engagement	Satisfactory	Meritorious or Satisfactory*	Meritorious	Meritorious or Outstanding**
Teaching Focused Academic	Learning and Teaching	Meritorious	Meritorious	Outstanding	Outstanding
	Research	Satisfactory	Meritorious or Satisfactory*	Meritorious	Meritorious or Outstanding**
	Academic Citizenship and Engagement	Satisfactory	Meritorious or Satisfactory*	Meritorious	Meritorious or Outstanding**

* At least one of these Themes of Academic Activity must be at 'Meritorious' level to meet threshold.

** At least one of these Themes of Academic Activity must be at 'Outstanding' level to meet threshold.