

Table 2

	Satisfactory	Meritorious	Outstanding
Learning and Teaching	Satisfactory attainment means competent conduct of teaching duties assigned, a record of at least “average” reports from formal student evaluations of teaching, and effective contributions to curriculum development, course/unit management, course/unit review and revision, or accreditation.	Meritorious attainment entails the conditions for satisfactory achievement, plus independent evidence to support a claim of notable achievement in regard to leadership and education of University students or staff and innovations in, and leadership of, teaching in a discipline.	Outstanding attainment entails the conditions of meritorious achievement, plus evidence that the applicant has consistently been in the “front rank” of University teachers in his/her discipline. A successful applicant would normally have achieved national and/or international prominence in teaching and/or program development and leadership in education in the discipline.
Research	Satisfactory attainment means a record of research and scholarly activity.	Meritorious attainment entails the conditions of satisfactory achievement in this area, plus active engagement in research and scholarly work of a high order and significant external recognition.	Outstanding attainment entails the conditions for meritorious achievement, plus a very high order of research and scholarly work, reflected in a reputation, which, as confirmed by the applicant's referees, has won or is heading toward the applicant's placement in the “front rank,” nationally or internationally, of the relevant field of scholarship or research.
Academic Citizenship and Engagement	Satisfactory attainment means ongoing participation in administrative functions within their academic unit or equivalent and/or the University and/or regular participation in the affairs of relevant professional bodies and community groups and/or in professional practice and/or in development of continuing education programs for the profession.	Meritorious attainment entails the conditions for satisfactory attainment, plus success in leadership and/or innovation, beyond the local academic unit level and within the University and/or an active and influential role in relevant professional bodies and/or community groups, with external recognition of a high order.	Outstanding attainment entails the conditions for meritorious achievement, plus major leadership roles within the University, and, where applicable, more broadly within the higher education system, which, as confirmed by the applicant's referees, has won the applicant placement in the “front rank”, nationally or internationally of the relevant field of governance and/or the profession, discipline or service to the community.