

Work Objective Template Academic Staff

During the Performance Development Review(PDR) Process Academic work objectives are determined against the activities of Teaching and Supervision, Research, Leadership in the Profession, Service to the University and Professional Activity including Service to the community.

Set out below is a template that could be used by supervisors and academic staff in developing work objectives. The list is not meant to be exhaustive and standards of performance against each objective will need to be determined within each school and will may well vary across academic staff level.

Performance Objectives	Performance Indicator (quantity/quality/time/how much/student,client satisfaction)
Teaching	
Teaching Output and Standard	# Units taught and coordinated
	Standard of Student Evaluation of Teaching scores when assessed against discipline norms
	Strategies developed to support students in achieving course/program learning outcomes
	Evidence of effective program design, delivery, co-ordination and evaluation
	Evidence of response to student feedback
Recognition of Teaching Activities	Recognition of outstanding teaching by institutional, national or international awards
	Collaborative or team teaching
	Teaching materials published
Innovation in Teaching	New course development
	Development of new materials for teaching (e.g. multimedia, audio visual etc)
	Evidence of professional development activities undertaken
	Development of flexible delivery models
	Implementation of problem based learning
	Development of MOOCS (Massive Open Online Courses)
Research	
Supervision of Post Graduate Students	# of Post Grad students supervised
	# of thesis awarded/submitted by students under supervision
Research Activity	# of Patents applied for/granted/ # new publications (journals, books, conferences)
	Amount of Royalties received
	# New grants obtained - grants extended, renewed, grants completed
Research standing	Recognition other than through publication e.g. Invitations to collaborate with colleagues, invitations to referee grant applications, judge competitions
	# Citation counts
	# recorded performances/original compositions
	Awards received
Research Collaboration	Significant interdisciplinary initiatives
	Industry partnerships
	International collaborations
Leadership in the Profession	
How has the individual influenced educational practice and/or policy in their program/school/faculty/university	Involvement in policy development
	Evidence of mentoring of other staff
	Evidence of co-ordination of sessional staff training programs
	Service on a national research committee or similar funding committee
Service to the University	Committee/working party membership
	Management responsibilities

	Special projects/assignments
Professional Activity Including Service to the Community (Activities undertaken and their relevance to the University)	Consultancies to Government or private sector
	Editor or office holder of a scholarly journal
	Membership of Boards/Community groups and contribution
	Pro bono work
	Office bearer of a professional society
	Membership of a professional accreditation panel
	Provision of specialised expertise