

ATTACHMENT 1

ACADEMIC RESEARCH PERFORMANCE STANDARDS

JEFFREY CHEAH SCHOOL OF MEDICINE AND HEALTH SCIENCES

As an academic staff member at Monash University, you are required to perform in accordance with the University's academic performance standards for your relevant classification level. These academic performance standards include qualitative performance standards for the three areas of academic activity – research, education and engagement – and quantitative performance standards for education and research. Minimum standards refer to the minimum acceptable standard of performance, below which a staff member can expect to be actively performance managed. Aspirational standards are stretch standards that will assist the faculty reach its strategic objectives, as informed by relevant benchmarks and data.

The standards are reviewed on an annual basis and it is your responsibility to ensure that you are aware of, and adhere to, the academic performance standards, if adjusted.

Achievement relative to opportunity

Monash will apply an achievement relative to opportunity approach when assessing results under the Research Performance Standards for staff who disclose 'achievement relative to opportunity' circumstances.

To enable a more nuanced and contextual assessment of achievements, we will consider both the personal and professional circumstances of staff relative to what is expected at their level in the context of:

- the quality of academic work in the time available rather than the quantity of work produced;
- the opportunity to participate in certain types of activities; and
- the consistency of the activities or output over the period under consideration.

Qualitative academic performance standards for research, education and engagement

The qualitative performance standards for research, education and engagement are accessible at <http://www.monash.edu/academic-promotion/standards>.

Quantitative academic performance standards for education

The University's Student Evaluation of Teaching and Units (SETU) provides the quantitative indicators of performance in the area of education. An overall satisfaction median score of 3.8 or greater for the overall satisfaction question in the unit component of SETU is the endorsed minimum quantitative standard for education for all Monash teaching staff and the aspirational quantitative performance standard is the overall satisfaction median score of 4.7 or greater.

Quantitative academic performance standards for research

The quantitative research performance standards are faculty or discipline-specific measures of research performance at each academic level. The quantitative research performance standards are developed within your faculty and are revised annually.

The current research performance standards relevant to your faculty are as follows.

ACADEMIC PERFORMANCE STANDARDS FOR RESEARCH 2024 - 2026

The Faculty of Medicine, Nursing and Health Sciences has Academic Performance Standards for Research around 5 broad discipline areas (listed in alphabetical order):

1. Clinical Sciences;
2. Laboratory Based Sciences;
3. Psychological Sciences;
4. Public Health Research; and
5. Social & Educational Research.

The Academic Performance Standards (APS) were developed for Teaching and Research (T&R) and Research Only (RO) staff at Levels B, C, D and E. Staff are automatically placed in a discipline based on their appointment.

The APS were designed by the Deputy Dean Research in consultation with Faculty and Sub-Faculty senior leadership, Heads of School and Institutes, and the Faculty Research Office. The targets were developed based on data modelling of performance from 2020-2022 to ensure that they reflect actual recent performance in the Faculty.

Please refer to the LEGEND at the end of this document for further information. Please refer to the **FMNHS Academic Performance Standards Guidelines** for a more detailed overview.

Questions? Please contact the Faculty Research Office at medicine.research@monash.edu

Clinical Sciences – Teaching & Research

		B: Lecturer (T&R)		C: Senior Lecturer (T&R)		D: A/Professor (T&R)		E: Professor (T&R)	
		Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational
RESEARCH OUTPUTS	Total Research Outputs ^a	2	3	3	5	4	8	6	10
	Cumulative Impact Factor ^b	6	18	15	30	20	45	30	50
	Proportion of Q1 Journals ^c	40%	60%	40%	70%	40%	75%	40%	75%
	No. of Q1 Journal outputs ^d	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							
	% of Leading Author papers ^e								
	CIF of Leading Author papers ^f								
	% of Leading Author papers in Q1 journals ^g								
RESEARCH INCOME	Research Income ^h	RM2,000	RM10,000	RM5,000	RM30,000	RM20,000	RM100,000	RM50,000	RM250,000
	Category 1 Income ⁱ	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH INCOME MEASURES							
	Categories 2-3 Income ^j								
	Value of grants awarded as PCI ^k								
	Number of grants awarded as PCI ^l								
HDR SUPERVISION	HDR supervision load ^m	0	0.5	0.5	1	1	2.5	2	3
	HDR student count ⁿ	0	2	2	3	3	6	4	7
	HDR completions over 5 years ^o	0	1	0	1	0	2	1	4
	Honours Supervision Completions (to be written in by individual) ^p	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							

Psychological Sciences – Teaching & Research

		B: Lecturer (T&R)		C: Senior Lecturer (T&R)		D: A/Professor (T&R)		E: Professor (T&R)	
		Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational
RESEARCH OUTPUTS	Total Research Outputs ^a	2	3	3	5	4	7	6	10
	Cumulative Impact Factor ^b	3	7	6	15	12	30	24	60
	Proportion of Q1 Journals ^c	40%	60%	40%	70%	40%	75%	40%	75%
	No. of Q1 Journal outputs ^d	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							
	% of Leading Author papers ^e								
	CIF of Leading Author papers ^f								
	% of Leading Author papers in Q1 journals ^g								
RESEARCH INCOME	Research Income ^h	RM2,500	RM20,000	RM20,000	RM80,000	RM80,000	RM150,000	RM150,000	RM350,000
	Category 1 Income ⁱ	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH INCOME MEASURES							
	Categories 2-3 Income ^j								
	Value of grants awarded as PCI ^k								
	Number of grants awarded as PCI ^l								
HDR SUPERVISION	HDR supervision load ^m	0.25	1	0.75	2.5	1.75	3	2.75	4
	HDR student count ⁿ	1	2	2	4	3	6	6	9
	HDR completions over 5 years ^o	0	1	0	1	1	3	3	7
	Honours Supervision Completions (to be written in by individual) ^p	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							

Laboratory Based Sciences – Teaching & Research

		B: Lecturer (T&R)		C: Senior Lecturer (T&R)		D: A/Professor (T&R)		E: Professor (T&R)	
		Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational
RESEARCH OUTPUTS	Total Research Outputs ^a	2	4	3	5	4	8	6	12
	Cumulative Impact Factor ^b	3.5	12	8	19	12	28	18	50
	Proportion of Q1 Journals ^c	40%	60%	40%	70%	50%	75%	50%	75%
	No. of Q1 Journal outputs ^d	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							
	% of Leading Author papers ^e								
	CIF of Leading Author papers ^f								
	% of Leading Author papers in Q1 journals ^g								
RESEARCH INCOME	Research Income ^h	RM10,000	RM40,000	RM48,000	RM75,000	RM65,000	RM160,000	RM110,000	RM260,000
	Category 1 Income ⁱ	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH INCOME MEASURES							
	Categories 2-3 Income ^j								
	Value of grants awarded as PCI ^k								
	Number of grants awarded as PCI ^l								
HDR SUPERVISION	HDR supervision load ^m	0.25	0.5	0.75	2	1.5	3	2.5	3.5
	HDR student count ⁿ	1	1	2	4	3	5	4	7
	HDR completions over 5 years ^o	0	1	0	2	1	3	3	6
	Honours Supervision Completions (to be written in by individual) ^p	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							

Laboratory Based Sciences – Research Only

		B: Research Fellow (RO)		C: Senior Research Fellow (RO)		D: A/Professor (RO)		E: Professor (RO)	
		Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational
RESEARCH OUTPUTS	Total Research Outputs ^a	3	5	4	7	6	9	8	16
	Cumulative Impact Factor ^b	7	20	14	30	20	38	30	70
	Proportion of Q1 Journals ^c	45%	65%	50%	75%	60%	85%	70%	85%
	No. of Q1 Journal outputs ^d	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							
	% of Leading Author papers ^e								
	CIF of Leading Author papers ^f								
	% of Leading Author papers in Q1 journals ^g								
RESEARCH INCOME	Research Income ^h	RM10,000	RM175,000	RM100,000	RM250,000	RM150,000	RM500,000	RM250,000	RM750,000
	Category 1 Income ⁱ	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH INCOME MEASURES							
	Categories 2-3 Income ^j								
	Value of grants awarded as PCI ^k								
	Number of grants awarded as PCI ^l								
HDR SUPERVISION	HDR supervision load ^m	0.25	0.75	0.5	1.5	2.5	4	3	5
	HDR student count ⁿ	1	2	2	4	4	7	6	10
	HDR completions over 5 years ^o	0	1	0	2	1	2	2	7
	Honours Supervision Completions (to be written in by individual) ^p	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							

Public Health Research – Teaching & Research

		B: Lecturer (T&R)		C: Senior Lecturer (T&R)		D: A/Professor (T&R)		E: Professor (T&R)	
		Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational
RESEARCH OUTPUTS	Total Research Outputs ^a	2	3	2	5	4	8	7	15
	Cumulative Impact Factor ^b	3	10	5	25	20	50	40	60
	Proportion of Q1 Journals ^c	20%	40%	25%	45%	30%	50%	40 %	60%
	No. of Q1 Journal outputs ^d	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							
	% of Leading Author papers ^e								
	CIF of Leading Author papers ^f								
	% of Leading Author papers in Q1 journals ^g								
RESEARCH INCOME	Research Income ^h	RM5,000	RM25,000	RM25,000	RM75,000	RM65,000	RM160,000	RM110,000	RM260,000
	Category 1 Income ⁱ	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH INCOME MEASURES							
	Categories 2-3 Income ^j								
	Value of grants awarded as PCI ^k								
	Number of grants awarded as PCI ^l								
HDR SUPERVISION	HDR supervision load ^m	0	0.35	0	0.5	0.75	1.8	0.75	2
	HDR student count ⁿ	0	1.5	0	2	2.5	5	4	6
	HDR completions over 5 years ^o	0	0	0	1	2	4	4	6
	Honours Supervision Completions (to be written in by individual) ^p	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							

Public Health Research – Research Only

		B: Research Fellow (RO)		C: Senior Research Fellow (RO)		D: A/Professor (RO)		E: Professor (RO)	
		Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational
RESEARCH OUTPUTS	Total Research Outputs ^a	2	4	3	6	5	9	8	16
	Cumulative Impact Factor ^b	6	20	10	40	30	70	50	100
	Proportion of Q1 Journals ^c	25%	45%	25%	45%	35%	60%	45%	70%
	No. of Q1 Journal outputs ^d	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							
	% of Leading Author papers ^e								
	CIF of Leading Author papers ^f								
	% of Leading Author papers in Q1 journals ^g								
RESEARCH INCOME	Research Income ^h	RM10,000	RM 30,000	RM30,000	RM300,000	RM300,000	RM750,000	RM600,000	RM1,500,000
	Category 1 Income ⁱ	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH INCOME MEASURES							
	Categories 2-3 Income ^j								
	Value of grants awarded as PCI ^k								
	Number of grants awarded as PCI ^l								
HDR SUPERVISION	HDR supervision load ^m	0	0.5	0.3	1	0.5	1.5	0.5	2
	HDR student count ⁿ	0	2	2	3	2	5	2	6
	HDR completions over 5 years ^o	0	0	0	1	1	2	2	5
	Honours Supervision Completions (to be written in by individual) ^p	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							

Social & Educational Research – Teaching & Research

		B: Lecturer (T&R)		C: Senior Lecturer (T&R)		D: A/Professor (T&R)		E: Professor (T&R)	
		Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational	Minimum	Aspirational
RESEARCH OUTPUTS	Total Research Outputs ^a	2	3	2	4	3	5	4	7
	Cumulative Impact Factor ^b	1	5	4	9	7.5	12.5	10	15
	Proportion of Q1 Journals ^c	30%	50%	40%	60%	40%	75%	40%	75%
	No. of Q1 Journal outputs ^d	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							
	% of Leading Author papers ^e								
	CIF of Leading Author papers ^f								
	% of Leading Author papers in Q1 journals ^g								
RESEARCH INCOME	Research Income ^h	RM1,000	RM7,000	RM5,000	RM25,000	RM20,000	RM50,000	RM50,000	RM200,000
	Category 1 Income ⁱ	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH INCOME MEASURES							
	Categories 2-3 Income ^j								
	Value of grants awarded as PCI ^k								
	Number of grants awarded as PCI ^l								
HDR SUPERVISION	HDR supervision load ^m	0.50	1.00	0.75	1.50	1.00	2.50	2.00	3.00
	HDR student count ⁿ	1.00	2.00	2.00	3.00	3.00	5.00	4.00	6.00
	HDR completions over 5 years ^o	0.00	1.00	0.00	1.00	1.00	2.00	3.00	5.00
	Honours Supervision (to be written in by individual) ^p	NO FORMAL TARGETS: AID FOR EVALUATION AND INTERPRETATION OF OTHER RESEARCH OUTPUT MEASURES							

Legend

All research performance data is drawn from Monash systems. Only outputs and HDR data in Monash systems such as Pure and Callista will be included in these reports. It is the staff member's responsibility to ensure that all of their data is both entered into Monash systems, and correct.

Reference Period

Research activities can vary from year to year, as publications are accepted and published, grants are awarded and spent, and students work toward completion. The reference period assessed in the performance standards will range between 3 years (minimum) to 5 years (maximum), depending on the individual and the reason for assessment. The reference period will be determined by the purpose of the assessment and the time that the individual has spent at their current academic level. Only completed years are evaluated.

Workload and Fraction

The standards include two separate categories to reflect the varying expectations of academic staff **Teaching & Research (T&R)** and **Research Only (RO)**. The categories will be assigned based on the staff member's appointment.

- The T&R standards are based on the workload model of a full-time staff member spending 40% of their time on research activities, 40% on teaching activities and 20% time on "other" activities (e.g. administration, service).
- The RO standards are based on the workload model of a full-time staff member spending 80% of their time on research activities, with 20% of their time spent on other activities such as administration, service or student supervision.

The targets will be pro-rated for staff on fractional appointments. Please note, it is not possible to adjust targets in the reporting based on an individual's specific workload allocation if it doesn't reflect the above assumptions. Workload allocation must be considered in any activity that involves the evaluation of an individual's research performance.

Performance Standards Definitions

Staff performance is measured against two standards—the Minimum (Min) standard and the Aspirational (Asp) standard. Each employment level, category, and discipline will have unique standards that were developed based on data modelling within those particular parameters. For example, the Level B T&R standards in Clinical Sciences may be different from the Level B T&R standards in Social & Educational Research.

Minimum standard: Staff members must meet the Minimum standards of their level and discipline. Failure to meet these standards may result in remedial action being taken.

Acceptable or Expected standard: In most cases, acceptable performance is expected to be between the Minimum and Aspirational values. However, acceptable performance is ultimately a matter of judgement for supervisors and School/Faculty leadership.

Aspirational standard: Staff members who surpass the aspirational standards are performing well and exceeding the expectations of staff at their level in their discipline and contract type.

Staff are expected to satisfy the assessment requirements for the purposes of academic promotion, probation, performance assessment, Outside Study Program (OSP), and other internal awards.

Research Performance Categories

Research Performance is evaluated over a discrete period of time across three main categories: research output, research income, and HDR supervision.

Note that each measure is an **average** of the staff member's performance over the time period assessed and not a cumulative target. For example, if a staff member's Cumulative Impact Factor (CIF) is 10 in 2021, 30 in 2022, and 22 in 2023, their average over the reference period will be 20.7.

There are two types of metrics present in the performance standards—metrics for evaluation, and metrics for context only.

- **Metrics for evaluation** have minimum and aspiration targets in place that staff are expected to meet.
- **Metrics for context only** are for reference purposes, to provide a more holistic view of an individual's performance. Metrics provided for context only do not have targets.

Meeting the Performance Standards for Research

To satisfy assessment requirement, academic staff are required to meet the performance targets in two of the three indicators:

- Research Outputs;
- Research Income; and
- HDR Supervision.

Staff members should satisfy at least half of the listed criteria in each category (e.g. in Research Outputs, either CIF or % of Q1 Journals must be met). In the view of the Faculty, the **most important criteria are Research Income, Proportion of Q1 Journals, and HDR completions per staff member.**

Research Output

Research Output metrics are divided into two categories: quality and quantity. Outputs will only be included in the report once they are listed as 'Published' in Pure. All outputs must be classified in Pure as Research and Peer-reviewed in order to be assessed.

The **quality** bibliometrics evaluate **journal articles** and **journal review articles** only, while the **quantity** metric 'Total Research Outputs' will evaluate the **total publications** numbers. The quality bibliometrics are obtained from Clarivate Analytics Journal Citation Reports (JCR) and can be easily accessed online for reference. A quality journal is one ranked in Q1 by Journal Impact Factor, in any discipline in the year the article was published.

Leading Author is defined as first, co-first, corresponding or co-corresponding author. The 'Leading Author' classification is derived from author self-identification in Pure output records.

a. Total Research Outputs

This is the total number of outputs published by the individual each year, including books, book chapters, contributions to journals and published conference papers.

b. Cumulative Impact Factor (CIF)

This is the sum of the individual impact factors of every journal in which a publication appeared. (e.g. three publications in a single year in journals with impact factors of 1.1, 2.2 and 3.3 = CIF of 6.6).

c. Proportion of Q1 Journals

This is the percentage (%) of total publications that appear in the first quartile ranked journals (Q1 = top 25%) in the year of publication, expressed as a percentage.

d. Number of articles in Q1 journals

This is the total number of articles (including review articles) authored by the individual, published in Q1 journals. For JCSMHS, this measure which is a primary measure of rate of publication will continue to be used as one of the criteria for research output

e. % of Leading Author Articles

For context only, this measures the proportion of total articles (including review articles) in which the individual is a leading author.

f. CIF of Leading Author Articles

For context only, this measures the sum of the individual impact factors for all articles (including review articles) in which the individual is a leading author.

g. % of Leading Author articles in Q1 journals

For context only, this measures the proportion of articles and review articles published in journals ranked Q1 by InCites Journal Citation Reports in the year of publication, in which the author is a leading author.

Research Income

Research Income measures income disbursed to Monash University, and classified as research per the Australian Government Guidelines for HERDC, on which the staff member is a Chief Investigator (CI). Research income can be from any HERDC funding category.

- Category 1: Australian/ Malaysian Competitive Grant funding;
- Category 2: Other Public Sector funding;
- Category 3: Industry and Other income; and

Internal funding awarded by Monash entities, such as Schools or Departments, is not included in these metrics.

Internal funding awarded by Monash entities, such as Schools or Departments, is not included in these metrics.

h. Research Income

This metric measures the research income disbursed to Monash University that is affiliated with the individual. Research income from each fund associated with the individual is pro-rated for the duration that the grant is active (according to calendar year) but not pro-rated to the number of Monash CIs associated with the fund

i. Category 1 Income

For context only, this measures income received from competitive Category 1 grants, such as ARC and NHMRC grants and fellowships. Research income from each fund associated with the individual is pro-rated to the number of Monash CIs associated with the fund.

j. Categories 2-3 Income

For context only, this measures competitive research income classified as Category 2 or 3, including contract research. Consultancy income is not included here. Research income from each fund associated with the individual is pro-rated to the number of Monash CIs associated with the fund.

k. Value of grants awarded as PCI

l. Number of grants awarded as PCI

For context only, these metrics calculate the total value and number of all grants/fellowships in which the staff member was awarded as the Primary Chief Investigator (PCI, also known as CI-A or Lead CI). For example, if a staff member is the PCI on an ARC Discovery Project grant that was awarded \$100,000 and the CIA on a NHMRC Ideas Grant that was awarded \$150,000, these fields would show the totals as \$250,000 (value of grants) and 2 (number of grants).

Higher Degree by Research (HDR) Supervision

Higher Degree by Research (HDR) Supervision only assesses activities related to PhD and Masters by Research students. **Coursework Masters and Honours students are not included in this assessment.** However, staff can write in their Honours student numbers for reference in performance discussions. HDR Supervision is assessed in three categories that look at student activity in a variety of ways:

m. HDR supervision load

This is the supervisor's annual HDR student load, which considers the percentage supervision load of each student and the Equivalent Full Time Student Load (EFTSL).

n. HDR student count

This measures the number of unique HDR students per supervisor per year.

o. HDR Completions

This measures the total number of completions over a five-year time frame for PhD students and a three-year time frame for Masters by Research students. This is irrespective of whether the staff member is the main/joint/co/associate supervisor.

p. Honours Supervision Completions

Monash systems are unable to generate this metric. However, staff can write in the number of Honours students they have supervised to completion each year to inform discussions about their research supervision activities.

Governance

Noted	Monash Research Committee	Date:	Meeting No 5 on 4 July 2024
Noted	Academic Board	Date:	Meeting No 5 on 16 July 2024
Effective Date	Quarter 1, 2024		