

Research Performance Report

xxxxx, xxxxx (0xxxxxxx)

Base Year: 2024 (Research Activity 2021 - 2023)

Person Org Unit	xxxx	Employment FTE	1.00
Employment Classification	LEVEL C	Work Contract Type	Research
Engagement Type	Fixed Term Full Time	Work Contract	Research
Performance Discipline	Department of xxx	Contract Expiry Date - Maximum	01/01/2021
PhD Qualification Indicator	PhD Qualified	PhD Qualification Conferral Date	01/01/2019

Employment and Leave	2021	2022	2023
Employment Classification (EoY)	LEVEL B	LEVEL C	LEVEL C
Employment FTE (EoY)	1.00	1.00	1.00
Cumulative FTE	1.00	1.00	1.00
Annual Leave (Days)	15	20	19
Non Annual Leave (Days)	0	0	0
Extended Leave (Days)	0	0	0
Cumulative FTE Adjusted for Extended Leave	1.00	1.00	1.00

 At or Above Aspirational Standard
 Meeting Minimum Standard
 Below Minimum Standard

Research Performance	2021	2022	2023	Total	2021- 2023 Performance*	2024	Formal Targets	
							Minimum	Aspirational
Income								
Research Income Cat 1-4	\$80,000	\$60,000	\$800,000	\$940,000	\$940,000	\$80,000	\$0	\$150,000
Outputs								
Standard Outputs	2	1	3	6	6	4	4	5
Quality Research Outputs	1	1	1	3	3	1	2	3
Supervision								
HDR Supervision Completions	0	0	0	0	0	1	1	2
Supervision Count - HDR Total	1	4	5	5	5	7	3	4

* Each Faculty's research performance standards have unique rules/criteria, including how the metric is calculated e.g. as a yearly average, or a total across the reporting period, or in the case of supervision, as a unique student count. Please refer to the definitions below for more details

Research Performance Report

Report Information

Overview

This report provides details of an academic staff member's achievement against the Faculty or discipline-based quantitative research performance standards, as outlined in the University's Academic Performance Framework.

The staff member's research activity is measured over a Faculty-specified number of years, and compared to the Faculty/discipline targets for their respective academic level. The outcome is expressed via the following bandings:

- At or above aspirational standard (purple)
- Meeting expectations (green)
- Below minimum standard (red)

Note that not all Faculties specify an aspirational target, in which case the report will only reflect whether the staff member is meeting or below the standard.

Scope

For staff to be included in the performance 'base year' (generally the current year), they must be an active academic staff member in an ongoing or fixed-term appointment at an Australian campus. The Faculty research performance standards will also commonly only consider Level B to E staff. Excluded are those academic staff employed in teaching/education focussed roles, as defined by their work contract or other employment conditions.

The included prior years of research activity is initially defined in the Faculty research performance standards (commonly a 3 or 5-year period), however individual metrics may also be based on a longer period. For a prior year to be included for an individual, they must also be in an eligible academic position as-at the end of that year (as defined above). For a new staff member, they will only be included in the report if they have at least one prior year that meets these conditions.

Target Weightings

There are two scenarios in which the formal performance standards outlined by the Faculty for research income and research outputs are adjusted based on the staff member's circumstances:

- Reduced/fractional employment: Where the staff member's average yearly FTE is less than 1.0 over the reporting period e.g. they are employed part-time, or are only commencing an eligible academic role part-way through the year.
- Extended leave: Where the staff member's cumulative leave days within a year is 6 weeks or greater, excluding annual leave, OSP, and other special types: close-down/thank-you/bonus leave. The count is based on calendar days for each individual approved leave instance, and any instance that spans multiple years will be split and apportioned to the relevant year. Note that the 6-week threshold is based on cumulative days within the year; it does not need to be a single/consecutive period.

In the case of extended leave, the FTE associated with the leave days is subtracted from the staff member's cumulative employment FTE for the year. The resulting adjusted annual FTE is averaged over the reporting period and applied as a weighting to the minimum and aspirational targets. For example, a full-time staff member with 6 months of long-service leave in a single year will have that year's cumulative FTE adjusted to 0.5. If they have no extended leave in the additional two years (assuming a 3-year reporting period) then the average yearly FTE is $(0.5 + 1.0 + 1.0) / 3 = 0.8333$. This is applied as a weighting to the formal research income and outputs targets.

Note that no weighting is applied to Supervision metrics, nor to certain research outputs metrics that are based on a percentage/ratio or otherwise assessed as not relevant for weighting e.g. Proportion of Q1 Journals, Field Weighted Citation Impact, Research Impact. Also, there are no further adjustments based on workload allocations or other specific individual circumstances.

Metric Definitions

Each Faculty's research performance standards have unique rules/criteria, including how the metric is calculated e.g. as a yearly average, or a total across the reporting period, or in the case of supervision, as a unique student count. Please refer to the following definitions for more details.

Research Performance Report

Metric Type	Metric Name	Metric Description
Income	Research Income Cat 1-4	The amount of actual received research income to a University cost centre that is categorised as Government reportable (HERDC income category 1 to 4). The total amount is fully allocated to each internal investigator (only to roles Primary Chief Investigator and Chief Investigator).
Outputs	Quality Research Outputs	The number of research output points (weighted count), classified as quality by the Faculty of Art Design & Architecture. This is based on Faculty-defined lists of quality journals, publishers and venues, and their specific criteria and weightings for both traditional and non-traditional research outputs. Outputs are limited to those that have been validated by the Faculty within the University research management system.
Outputs	Standard Outputs	The total number of research output points (weighted count), as defined by the Faculty of Art Design & Architecture for their research performance standards. This is based on their specific criteria and weightings for both traditional and non-traditional research outputs. Outputs are limited to those that have been validated by the Faculty within the University research management system.
Supervision	HDR Supervision Completions	The number of HDR students who completed while being supervised by the staff member. This includes supervision as either main, joint or associate supervisor. Note that the completion is only attributed to the active supervisors at the time the student completed.
Supervision	Supervision Count - HDR Total	The number of Higher Degree by Research students supervised. This includes supervision as either main, joint or associate supervisor.