

Academic Performance Details

Included Data: Base Year: 2021

Report Date: 14 September 2021

Staff Name (Staff ID: 01000000)

KEY
At or above aspirational standard
Between minimum and aspirational standard
Below minimum standard
Not Applicable

Person Org Unit: Climate Science
 Employment Classification: LEVEL D
 Employment Work Function Type: Tchg & Rsch
 Supervision Accreditation Level: Level 1
 PhD Qualification Indicator: PHD Qualified
 Target Set: Environmental Research

Employment FTE: 1.00
 Engagement Type: Tenured Full Time
 Employment Work Function: Academic
 PhD Qualification Conferral Date: 01/12/2000
 Contract Expiry Date - Maximum: 31/12/2025

	2018	2019	2020
Employment FTE	1.00	1.00	1.00
Cumulative FTE	1.00	1.00	1.00
Employment Classification	LEVEL C	LEVEL C	LEVEL C

Person Target Weighting: 1.00
 Total Cumulative FTE: 3.00

----- Targets -----

	2018	2019	2020	Total	2018-20 Average ¹	2021	Minimum	Aspirational
Income								
Research Income	\$0	\$6,840	\$0	\$6,840	\$2,280	\$0	\$22,500	\$90,000
Grant Funding Awarded	\$55,523	\$73,601	\$52,725	\$181,849	\$60,616	\$108,168	\$2,700	\$13,500
Outputs								
Cumulative Impact Factor	20.0	21.2	16.2	57.3	19.11	27.96	7.65	12.60
Proportion of Quality Journals	45.5%	71.4%	60.0%		56.5%	83.3%	40.0%	75.0%
Supervision								
HDR Supervision Load (PhD)	2.2	2.4	2.3	6.9	2.31	2.23	0.90	2.03
Supervision Count (PhD)	3.0	4.0	3.0	10.0	3.33	6.00	3.60	7.20
HDR Completions (PhD) 5 Years					2.00	2.00	1.80	2.70

¹ Not all metrics are calculated as an average. Refer to the Notes page for definitions of each metric.

[Research Activity Details](#)

Academic Performance – Person Details

Report Description

This report provides details of active academic fixed-term and ongoing staff and their achievement against the research performance standards defined by their Faculty. It is formatted to display one page per person.

A person's research activity is measured over a faculty specified number of years (normally three but this can be adjusted) and averaged*. This average* activity is compared to the weighted faculty / discipline specific targets and an outcome is derived. The outcome is expressed broadly as:

- At or above aspirational standard (green)
- Between minimum and aspirational standard (yellow)
- Below minimum standard (red)

* Faculty research performance standards are normally expressed as a yearly average; however some faculties may choose to base their standards on the total research activity figure for the entire reporting period i.e. a 3-year total rather than a yearly average.

Scope of Research Activity Benchmarked

This report details all research activity for the academic staff member when they are classified as Level A* to Level E and their engagement type is either ongoing or fixed term.

Exclusions

- Academic staff not classified as Level A* – Level E
- Academic staff with work contracts of: Education Focus, Scholarly Teaching Fellow, or Practice
- Casual / Sessional Staff
- Professional Staff
- International Staff (Malaysia, South Africa)
- Staff no longer active (left the university)

* Not all faculties have academic performance standards for Level A staff. In this case, Level A staff are not included in the report.

Constraints

At this stage some factors that need to be taken into consideration that aren't currently reported are:

- Extended leave
- Teaching and Service related activities
- Other work related activities

Caveat

Information contained in this report may not be a full representation of the individual's academic performance. Please ensure you have considered the full scope of academic activities of the individual before making any performance related decisions.

Information Interpretation

- Year
 - Outputs - Year of Publication as recorded in Pure
 - Research Income - Year of date of invoice as recorded in SAP
 - Supervisions
 - Load, Count - Year of supervision as recorded in Callista
 - Completions - Year of completion as recorded in Callista

- Amount

Research related dollar amounts (e.g. research income) are attributed to researcher's who are recorded as a Monash staff member or student. (i.e. excludes researchers marked as External on the project in Pure).

- Income amounts relate to the income invoiced in a given year, based on the date of the invoice. (Sourced from SAP)

Amounts can be shown as:

- Pro Rata where the amount is divided by the number of Monash researchers on the project.
- Full where the amount is fully allocated to the Monash researchers.
- External publications in years where the person was not a Monash academic staff member are not included.
- Person Target Weighting:

An individual's target is weighted based on their length of employment and the FTE changes over the faculty specified year range. The weighting is derived as Cumulative FTE / Number of years employed during that period.

Prompts

When refreshing the report, the following report prompts are available:

Base Year: Compulsory prompt to specify the academic performance 'base' year. This determines the prior reference years (for research activity and employment) to include. For example, a Base Year of 2017 will return academic staff active in 2017, where they are benchmarked according to their employment attributes in 2017, with their assessed research activity being based (commonly) on the prior 3 complete years (e.g. 2014-2016).

Person Org Unit (Primary/Intermediate/Managing): Optional prompts to limit the report to the specified organisational unit for the staff members (as at the selected report 'Base Year'), selectable at different levels of the organisational structure. The Primary-level prompt is the faculty level, based on the HR organisational structure. The Intermediate-level is one level below faculty, and commonly represents the school/division. Managing level is two levels below the faculty. The final org unit prompt is the lowest level in the organisational structure (e.g. department).

Person Full Name: Optional prompt to specify person's name.

Staff ID: Optional prompt to specify person's staff ID from the SAP HR system. Note this must be entered as an 8 digit number (with leading zeros if necessary).

Academic Performance – Person Details

Employment Classification: Optional prompt to specify the person's academic classification level (e.g. Level B).

Measures

The definitions below relate to the specific research standards for the Faculty(s) included in the report.

Income

- Grant Funding Awarded Detailed description/definition of the research performance metric, as per the Faculty Research Performance Standards.
- Research Income Detailed description/definition of the research performance metric, as per the Faculty Research Performance Standards.

Outputs

- Cumulative Impact Factor Detailed description/definition of the research performance metric, as per the Faculty Research Performance Standards.
- Proportion of Quality Journals Detailed description/definition of the research performance metric, as per the Faculty Research Performance Standards.

Supervision

- HDR Completions (PhD) 5 Years Detailed description/definition of the research performance metric, as per the Faculty Research Performance Standards.
- HDR Supervision Load (PhD) Detailed description/definition of the research performance metric, as per the Faculty Research Performance Standards.
- Supervision Count (PhD) Detailed description/definition of the research performance metric, as per the Faculty Research Performance Standards.