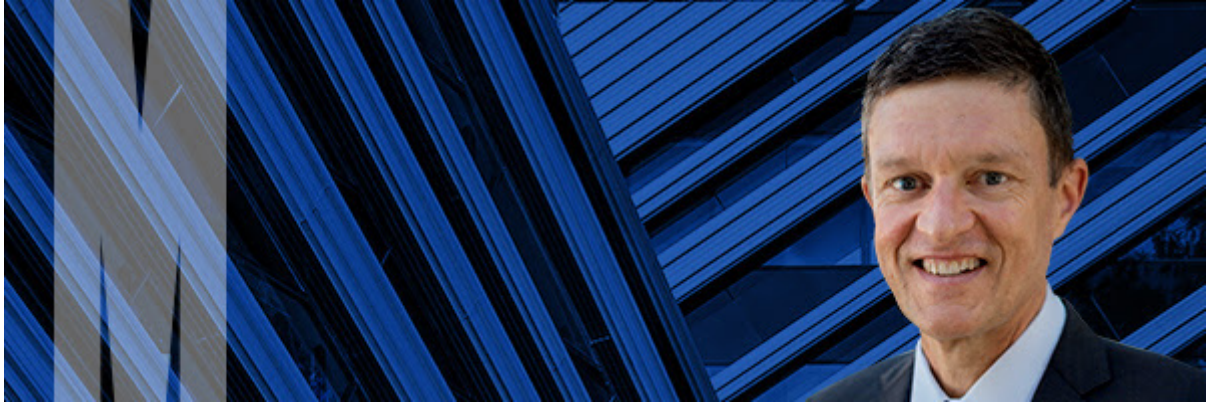

The Education Performance Standards have been updated

17 April 2019 at 15:57



A message from Marc Parlange Provost and Senior Vice-President

Dear colleagues,

At Monash we are committed to excellence in research and teaching as individually and collectively we strive to meet the challenges of the age in service of national and international communities.

The Academic Performance Framework has been in place since 2016 and applies to all academic staff. It serves to articulate the high level expectations of academic endeavour across the three areas of Research, Education and Engagement.

We have a mature approach in understanding and defining what excellent research is at the faculty level through Faculty Research Standards. The feedback from staff and academic promotion committees has been that a refresh of the Education Performance Standards was in need.

I am pleased to advise that this review has been undertaken over the past 12 months in consultation with Associate Deans Education and equivalent roles and the new [Education Performance Standards \(EPS\)](#) were approved by the Vice Chancellor's Executive Committee this week.

The Education Performance Standards (EPS) have been redesigned to align with the direction for teaching and learning performance at Monash. Based on teaching impact, the standards recognise collaboration, leadership, education, research and innovation. Developed in consultation with faculty and campus leaders, the standards are designed to provide clear indicators on which to build shorter, evidence-led cases highlighting impact in education.

These standards will be used for staff applications for promotion to Levels C-E for the 2019 academic promotion round. As part of the strengthened standards, Monash will now include Peer Review of Teaching as a component of the academic promotion process to better assess teaching impact. The revised standards are in line with global best practice and support Monash's continued delivery of excellence in education.

Work is well underway to train faculty peer review assessors on the back of the successful peer review pilot program in 2018. Education focused staff and teaching and research staff who are applying for promotion in 2019 will participate in a peer review of teaching in Semester two.

For those staff who are unable to undertake an assessment in Semester two, we will support them to undertake the assessment in Semester one.

Support and key dates

To support promotion candidates there will be:

- Support resources made available by the end of May. This will include examples of the Standards used in promotion applications, frequently asked questions and more detail around peer review assessment at the faculty level
- Procedures and application forms available by the end of May. These will detail the full application process for prospective promotion candidates
- Faculty information sessions on the revised EPS (at faculty/Malaysia request) held in May and June.
- Academic Promotion Information sessions delivered in September
- Training and support materials made available to faculty promotion committees in September and October.

The academic promotion round key dates for 2019 are:

- Applications will open on 7 October and close 15 November.
- Peer review of teaching will be undertaken in Semester two (and in Semester one for staff unable to participate in Semester two)
- Faculty-level Committees will run in March, April and May 2020
- The University Professorial Promotion Committee will convene in May or June 2020
- Level C and D promotion decisions will be finalised by 30 June 2020. Level E promotion decisions will be finalised within two weeks of the University Professorial Promotion Committee convening
- All successful promotion applications will be effective 1 January 2020 for remuneration purposes (this will only apply for the 2019 round recognising we are transitioning timelines) and effective 1 July 2020 for adoption of the promotion level title. All future application rounds will be effective 1 July for both remuneration and title.

As these are revised processes, flexibility will be applied by committees when assessing applications against the new standards during the 2019 round.

I look forward to working with faculties and the Office of the Deputy Vice-Chancellor Education on applying the revised Education Performance Standards over the year. I am confident that the standards will assist staff applying for promotion to articulate their contribution to education excellence at Monash.

For queries on the revised EPS or promotion timelines, please contact:

HR-Academic.Promotion@monash.edu

Regards,

Professor Marc Parlange
Provost and Senior Vice-President

