Academic Promotion

Self-assessment questions for Academic Promotion

Core Attributes of UniSA Staff

At UniSA, how you do what you do, and the impact that you have on other people, are as important as the knowledge you offer. The [Core Attributes of UniSA Staff](https://i.unisa.edu.au/staff/ptc/induction-to-unisa/core-attributes/) (Core Attributes) define UniSA’s expectations for how our people will lead and engage with each other. As part of your application we invite you to illustrate how you demonstrate these qualities in your role in a one page assessment.

This assessment should address the following:

Our strategic intent is to differentiate UniSA as Australia’s University of Enterprise. Looking at the [Core Attributes](https://i.unisa.edu.au/staff/ptc/induction-to-unisa/core-attributes/) identify how you, exemplify the essence and culture of an enterprise workforce. In particular, how do you reflect the Core Attributes:

1. *Provides Solutions* when working with and seeking to work with external stakeholders, government and industry;
2. *Communicates with Impact* when making your work accessible to students, the public, industry or peers from other disciplines;
3. *Leads and works well with others* when working with peers and/or junior staff and/or senior colleagues;
4. *Takes the initiative and delivers results* when identifying the impact and innovativeness of your work within your discipline and for UniSA;
5. *Is trusted, authentic and self aware* when behaving as a leader.

If you are applying for **Level B** your leadership may be emerging and demonstrating how you are exercising your developing leadership will be a useful insight to how you undertake your role at UniSA.

If you are applying for **Level C, D or Level E** you need to provide clear evidence of your leadership at UniSA, particularly demonstrating how you mentor and lead junior staff and develop their capabilities and how you actively provide discipline leadership for UniSA that has real impact. We’re not just looking for the role you played, such as, ‘I lead this project’ or ‘I was program director’, but for you to demonstrate the impact you had and the value you added through your leadership.

Formatting of the *commentary on your achievements* and *the self-assessment on the core attributes:*

To enable the panel to properly assess your application, please take the following into account:

* Five single-sided A4 pages (four for the *commentary of your achievements* plus one A4 page (page 5) on the *self-assessment on the core attributes*)
* Clearly title the top of the page 5 as ‘*self-assessment on the core attributes*’
* Your font should be Calibri or Arial (not Arial-narrow) and no smaller than 11-point
* Single-line spaced text with at least one blank single line between each paragraph
* Margins of no less than 2 centimetres
* Please include a footer on each page with your name, the level you’re applying for and the page number.

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