

# Academic Promotion

## Self-assessment of core attributes



At UniSA, how you do what you do is as important as the knowledge and experience you demonstrate. The [core attributes of UniSA staff](#) (core attributes) define UniSA's expectations for how our people will engage with each other and the wider University community. As part of your application we invite you to illustrate how you demonstrate these qualities in your role in a one-page assessment that forms page 5 of your commentary on achievements.

**Level E** Professors are expected to actively lead through constructive leadership capabilities, authentic modelling of the core attributes, discipline leadership for UniSA that has real and sustained impact, the exceptional quality and effectiveness of teaching, greater sustained research outputs, the high-quality standard of your engagement, and through supervising, empowering and mentoring more junior staff. The impact of your leadership and modelling of the core attributes will be assessed through the process;

**Level D** Associate Professors are expected to lead by example through constructive leadership capabilities, compelling and authentic modelling of the core attributes, discipline leadership for UniSA that has demonstrable impact, the high quality and effectiveness of teaching, greater research outputs, the quality and impact of your engagement, and through developing and positively mentoring more junior staff;

**Level C** we expect you to demonstrate the growing impact of your engaged and constructive leadership and your understanding and modelling of the core attributes in your leadership of yourself and others; and for

**Level B** your leadership will be demonstrably emerging with evidence of an understanding of the importance of constructive relationships with peers in line with the core attributes.

Our strategic intent is to differentiate UniSA as Australia's University of Enterprise. Looking at the [Core Attributes](#) identify clear examples of how you exemplify and reflect:

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.

To support academic staff applying for promotion, a "Preparing the core attributes & leadership evidence for your application" [Information Session](#) will be offered by People & Organisational Development. This session will also be recorded.

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.

PROVIDES  
SOLUTIONS

COMMUNICATES  
WITH IMPACT

LEADS AND WORKS  
WELL WITH OTHERS

TAKES THE  
INITIATIVE AND  
DELIVERS RESULTS

IS TRUSTED,  
AUTHENTIC AND  
SELF AWARE