



Academic Promotion: Guidance Notes for Research

UniSA's [research vision](#) envisages research inspired by challenges and opportunities, partnered with end-users and communities, and underpinned by excellence. The [Research and Innovation Strategic Plan: Inspired Partnered Excellence](#) builds on this vision. As the University of Enterprise, UniSA aspires to be a national leader not just in creating knowledge but also in translating it into real world outcomes.

The University's researchers will partner across disciplines, with academic collaborators and with end-users to anticipate and solve the complex issues our stakeholders and wider communities face.

Research productive academic staff will be able to demonstrate a spirit of enterprise, be outward facing, responsive, and shape national and international research directions. Research leaders will mentor other staff and harness the talents of diverse teams, from research students to distinguished professors; to create the foundations of research excellence and the critical mass needed to sustain powerful academic collaborations and end-user partnerships. This research will in turn inspire new research directions and drive the delivery of research-informed teaching.

Research in teaching and learning will be judged against the same standards as research in any discipline.

Activities in this area may include:

- Disciplinary and interdisciplinary: thematic research; basic and applied research; creative practice and critique;
- Effective and long term engagement with UniSA's peers, research end-users, industry, or the community, to solve real end-user informed problems through basic or applied research;
- Delivering quality, relevant research outputs that contribute to the research performance of UniSA;
- Communication that disseminates research to non-academic audiences;
- Partnering with industry and research end-users to define research directions and support translation of research into new policy, services or products;
- Innovative, outcomes-focused, relevant engagement and research;
- Recruiting, educating and training research students;
- Collaborating with or supervising post-doctoral fellows and early career researchers;
- Innovation in the design, development and evaluation of education and training programs for research degree students and early career researchers;
- Developing strategies to form strong collaborative and productive relationships between research concentrations and with key international research partners.

Leadership in research can be demonstrated in areas such as:

- Effective contribution to the University's research strategy;
- Leading research projects and creative practices consistent with UniSA's research strategy;

- Building and sustaining a high-quality research team that includes research students and early career researchers;
- Building our research capacity by growing teams, mentoring junior staff, embedding research integrity, modelling diversity and harnessing the capabilities of all people;
- High-quality research supervision within a vibrant and outward facing research environment;
- Active engagement in research-informed teaching that inspires our undergraduates;
- Contributing effectively to changes in research policy or strategic research directions for the University or for the nation as a whole;
- Leading a multidisciplinary research or creative practice collaborations or a team, at a state, national or international level;
- Constructive sustained contributions to UniSA's research;
- Constructive contributions to key external research-related committees over a period of time;
- Reputation and standing as a researcher or creative practitioner within and beyond the University;
- Serving as a thought leader nationally and internationally to shape research directions.

Evidence under this criterion will vary according to the level of promotion. Examples include:

- Gaining competitive research income and contract research income;
- Publication in quality journals and/or books or development of quality creative artefacts;
- Contributing to a quality ranking of world-standard or above in a research field;
- Research that is connected to and informs UniSA teaching practice and programs;
- Being regularly invited to present guest lectures because your research informs UniSA's programs or it is recognised as being impactful and relevant to industry, the profession or society;
- Training research students who publish, complete in a timely fashion and gain employment;
- An approach to research and publication outputs that supports the research goals of UniSA and adds value to the University and its reputation;
- Creating academic impact as evidenced by strong citations in citation-rich disciplines;
- Effective and productive multidisciplinary and thematic collaborations with external bodies at a state, national or international level which may include joint funding or jointly supervised students;
- High-quality research that has made a demonstrable contribution to the economic, social, cultural and environment benefit of society;
- Prizes, awards and invitations to convene or present at symposia, which reflect international recognition in a research field;
- Development and licencing of new products or processes with commercial potential;
- Feedback from collaborators, research end-users, industry and/or professional bodies;
- Delivery of professional development for others in the area of research;
- Invitations to sit on external local/national/international committees relevant to the research field.