





with professional industry or relevant community groups should also be included

and awards for HDR supervision.

- ◁ Outstanding performance will also include sustained leadership roles in learning & teaching as appropriate to the discipline.

## Research and Scholarship

Refers to expertise in a discipline derived from the scholarly pursuit of original knowledge and creativity. Evidence of achievement in Research and Scholarship would normally include many or all of the following:

## Service and Engagement

Refers to contributions to, or on behalf of, the University which positively enhance the profile and are

normally include: contributions to leadership, management, committee or planning work successfully undertaken for the University, College/Division; participation in University governance and management; leadership or participation in academic or professional organisations including relevant contributions to government agencies, Non-Government Organisations, public intellectual discussion and the general community in an official or professional capacity.

Satisfactory	Superior	Outstanding	International Eminence
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Defined as contribution to Discipline, College, Division, Institute or University Committees, contribution to cross-disciplinary cooperation

Defined

intent, membership of relevant professional organisations or community groups, involvement in consulting work with professional industry or relevant community groups, contribution to JCU partnerships in pursuit of strategic intent.