HONORARY ACADEMIC (CLINICIANS)

ANNUAL PERFORMANCE DEVELOPMENT REVIEW

Name of Academic	
Current academic level (clinical/full)	
Plan Timeframe (e.g. 1 July 2019 to 30 June 2020)	
Name of Supervisor	
Date of performance planning discussion	

NOTE: This template is designed to guide and record the discussion about an individual's performance and development. This sets the plan for 12 months.

The document should be filled out taking the ANU statement of academic activity as a further guide, as well as the performance and promotions indicators found on the ANU Medical School website.

The expectations are a guide only. Individuals may choose to develop particular aspects of their academic activity. It is not expected that an academic would need to reach all expectations of a level across all domains.

Guide of Expectations for Level A, B, C, D and E
- Level As and Bs expectations are outlined in **black.**
- Level Cs undertake all expectations of Level A and B in addition to the expectations in **purple.**
- Level Ds undertake all expectations of Level C in addition to the expectations in **red.**
- Level Es undertake all expectations of Level Cs and Ds, in addition to the expectations in **blue.**

PAST ACADEMIC ACTIVITY: PAST 12 MONTHS

1. Teaching

- Willingness to teach into regular, evaluated undergraduate and post-graduate courses undertake teaching – primarily clinical supervision, small group tutorials, problem based learning sessions, bedside teaching.
- Contribute to the examination process (eg.OSCEs, marking exams, writing exam questions).
- Develop teaching material (eg.clinical case studies), including modern clinical skills and using technology in a clinical setting.
- Where applicable, supervise and mentor students in a clinical placement.

- Lead coordination or administration of /block/theme/framework.
- Employ innovation and implementation of research-led teaching.
- Participation in curriculum reviews or development of new courses.
- Play an effective role in Education Committees (Clinical Department/ANU)

- Co-ordinate or manage undergraduate or postgraduate courses, including the design, delivery and evaluation of double degree and degree options or significant roles in curriculum review and development.
- Have a lead role in team teaching.
- Have an effective role on Education Committees, working parties, accreditation panels.
- Take on year coordinator role or block/theme/framework/examination chair.

- Strategic education planning for the School or College e.g. strategic positioning of programs or increasing student numbers.
- Program convenorship, Program-level curriculum review and reform, College or ANU committees or working parties.

Type of Activity	Number	Number Main Coordinator	Comments
Lectures			
Small Group Tutorials			
Problem based learning (PBL) group)			
Case based learning (CBL) groups			
Clinical Skills Tutorial			
Bedside teaching			
Outpatient teaching			
OSCE Examination			
Writing Exam Questions			
Marking Exam Questions			
Coordinate Block			
Coordinate Theme/Framework			
Medical Science Education Committee			
ANU Education Committee			
Block/theme/framework Committee			
Other			

2. Research

Research leadership

- Participation in clinical research or audit projects and publication of case report, review article or equivalent scholarship achievement.
- Presentation at national clinical meeting.

- Participation in clinical research or audit projects with higher level of journal publications or equivalent scholarship achievement.
- Higher level of presentations at national or international clinical meetings.
- Have evidence of independence in original project design and execution, and instigating collaborative projects/international networks.
- Securing external funding for research as lead investigator or collaborator.

- Encourage the research of junior members of laboratory and their publications.
- Translate findings, either through changes in clinical guidelines or through commercialisation of research outcomes.
- Take responsibility for organising mentorship for students, medical trainees and postdoctoral fellows.

- Significant, sustained clinical research with substantial body of scholarly publication in peer-reviewed journals of international standing.
- Evidence of continuing high-level research collaboration and supervision of research students.
- Take intellectual and financial responsibility for a research or research group.
- Be the primary supervisor of Honours students, HDR students and/or postdoctoral fellows.
- Evidence of a significant facilitator role in encouraging and leading research or scholarship within the clinical environment.
- Be elected to Scientific Academies.
- Receive prizes for research excellence.

i. **Impact (**https://www.scopus.com/home.uri**)**

Publications and Profile
- Participation in clinical research or audit projects and publication of case report, review article or equivalent scholarship achievement.
- Publication of Journal articles, Books and Book Chapters, Refereed Conference Papers.

- Have contributed as an author to high quality publications in peer-reviewed journals and/or published reports to industry and government; the number of publications expected is discipline-specific. The expectation is that the majority of publications will be higher ranking journals for the discipline, or in high ranked general journals.
- Receiving invitations to review articles from national journals.

- Encourage the publications of junior members.
- Have a significant, and increasing, national and international profile in his/her chosen area of expertise.
- Receive invitations to speak at national and international meetings or to give seminars at other universities/research institutes.
- Receiving invitations to review papers for international journals.

- Speak at plenary sessions at national and international meetings Publish invited editorials in high ranking journals.

Number	2012	2013	2014	2015	2016
Papers					
1st Author					
Last Author					
Total Citations					
H-index					
Journal Articles Reviewed					
Speaking: International					
Speaking: National					
Other					

ii. Current grants

- Have evidence of independence in original project design and execution, and in instigating collaborative projects/international networks, with some responsibility for coordinating and managing resources such as budget and staff, and supervision of research students, students or medical graduates.

- Have evidence of intellectual and financial responsibility for a research program including the funding and renewal of positions and managing the associated budgeting.

- Consistent submission of competitive grant applications.

- Receive grant income from larger, collaborative grants, e.g. NHMRC Program or Centres of Clinical Excellence or ARC Centres of Excellence grants.
- Invitations to review grant applications for national and international grant agencies, and to participate in grant review panels.

Funding body	Title	Dates	Amount

iii.   Research Supervision
- Supervise students and medical graduates in research projects.

- Supervision and mentoring of Early Career Researchers and HDR students.

- Be involved in the support of the research program at department, school or university level through membership of appropriate committees, or be an office holder of an HDR/education committee position.
- Be actively involved in the recruitment of high quality HDR students.

- Mentor, facilitate the supervision of or co-supervise Honours, Masters or PhD students.

Student name	PhD/MPhil/College/A NUMS	Chair Y/N	Site of Research	Completion Date	On Track Y/N

3. Service to the education and research community (locally and nationally)

- Attendance and contribution to clinical meetings at local level.
- Participation in clinical teaching or research committees, working parties, accreditation panels or advisory boards.

- Organisation or co-organisation of teaching workshops or conferences.
- Participation in national and international research conferences (organisation, presentation, chairing).

- Office bearer role in university, hospital or GP bodies, including postgraduate training programs and professional discipline organisations with regional leadership role organisation and attend research/education workshops, seminars and retreats, and participation on educational or research committees.
- Play a role in a national/international research/education organisation.

- Play a leadership role in a national/international research/education organisation.
- Participate in national/international research/education policy-setting committees and reviews.
- Review of peer research/teaching organisations, e.g. other university departments.
- Serve on the editorial boards of relevant academic journals.
- Engagement with philanthropy, both within and outside ANU.
- Take on additional education and/or research administrative roles within the Australian research/education community, including peer review of grants for NHMRC and ARC and participation in relevant committees (e.g., NHMRC GRPs).
- Participate in national and international research/education conferences (organisation, presentation, chairing).

Type	Organisation	Role	Dates

4. Service to the professional community

- Attendance and contribution to clinical meetings at local level.
- Authorship/co-development of educational policy, membership of a governance or management committee, steering committee, or working party within a Centre, Department, health service, college or similar.

- Office bearer role in university, hospital or GP bodies, including postgraduate training programs and professional discipline organisations with regional leadership role.

- Contributions to strategic and operational planning, or policy formulation and development.
- Leadership and active engagement in reviews, evaluations, quality assurance and improvement of programs.

- Evidence of leadership role in hospital or community equivalent or significant role in professional body or government committee at a state-wide or national level.
- Leading high value, high impact collaboration with government agencies, national and international scholarly institutions and other organisations which generate substantial outcomes.

Type	Role	Dates

FUTURE ACADEMIC ACTIVITY

Performance Objectives

In line with the Honorary Academic Title Performance and Promotion Indicators, which can be found on the ANU Medical School website, for the next twelve months the key performance development objectives are:

Research

Performance Objective	Measureable Performance Indicators
Build, foster and maintain an independent national and international research profile and research group.	

Education

Performance Objective	Measureable Performance Indicators
Develop and contribute to quality education activities (teaching, supervision and mentoring) within the School, College and University.	

Service

Performance Objective	Measureable Performance Indicators
Activity contribute to outreach activities and provide service to the University and wider community.	

Career discussion/development areas identified

Please consider research, teaching and service, and whether there are areas that can benefit from professional development. If so, please reflect on how the School or University can assist. Please also consider work-life balance and potential stressors. Where appropriate, please identify a workable action plan.

1. Conduct and behaviours: How will you do your work and interact with others this year?

2. Knowledge and skills: What do you need to do your job well this year?

3. Support needed to do your job well
The support required from your direct manager, is detailed below:

Academic
Name

Signature   Date

Academic Supervisor
Name

Signature   Date