



Evidence Framework

- ↪ A model to enhance understanding of evidence that counts for promotion at various phases of academic career
- ↪ A support to universities in developing better guidelines for promotion applicants about their teaching
- ↪ An indicative set of examples to kick off the process in YOUR university

| Scope of teaching activity | Source of evidence | | | Example of evidence | Phase/s of career | Sphere of influence |
|--|--------------------|----------|-------|--|------------------------------------|---------------------|
| | Personal | Students | Peers | | | |
| Professional Learning | | | | | | |
| University teaching preparation/induction | ● | | | Certificate of completion | Early | |
| Completion of formal qualification in teaching | ● | | | University transcript | Early to mid | |
| Attendances at internal or external teaching-related workshops | ● | | | Institutional records | All | |
| Training and experience from the relevant industry/profession | ● | | | Formal records of professional experience and training | All (if relevant) | |
| Engagement with Professional Standards Framework | ● | | | Peer reviewed teaching portfolio | All | |
| Student Engagement | | | | | | |
| Statement of teaching philosophy/teaching principles | ● | | | Statement presented | All | |
| Teacher / subject / course evaluations | | | ● | Formal survey reports | All | |
| Student learning outcomes | | | ● | Retention and pass rates; student prizes and projects | All | |
| Peer observations of teaching | | | ● | Formal peer review report or excerpt | All | |
| No of undergraduate and taught postgraduate projects /research degree continuations and/or completions | | | ● | Institutional records; HDR students supervised (successful completions) | Mid onwards | |
| Institutional or national teaching awards | | | ● | Awards that validate nominated areas of expertise | Mid onwards | |
| Curriculum Development | | | | | | |
| Undergraduate research engagement | | | ● | Documented strategies; student evaluation | All | |
| Reviews of resources developed (including online, media-rich and open resources) | | | ● | Independent reviews | All | |
| Prizes and citations related to resource development | | | ● | Award certificate | Mid to later | |
| Subject/course development, curriculum review | | | ● | Independent reviews | All | |
| Peer evaluations of curriculum | | | ● | Formal review reports | More likely mid to later | |
| Successful introduction and development of major innovations | | | ● | Demonstration; peer review, student evaluations | Any stage but more likely from mid | |
| Development of national or international frameworks, accreditation, standards | | | ● | Membership of advisory panel; peer review of contributions | Mid to later | |
| Textbook | | | ● | Adoption; reviews; sales inc. libraries | Mid to later | |
| Research & Scholarship | | | | | | |
| Presenter or workshop leader | | | ● | Invitation to present; program and evaluation | All | |
| Statement of scholarship direction | ● | | | Statement presented | All | |
| Application of a scholarly approach | | | ● | Peer review of documented refinements | Early to mid | |
| Peer-reviewed publications | | | ● | Publications; citations | All | |
| Learning and teaching grants | | | ● | Grant application; report | Mid onwards | |
| External referees | | | ● | Reference | All | |
| Leadership & Collaboration | | | | | | |
| Career development by supervisor/Head/Dean | | | ● | Formal reports | All | |
| Tutor management and cross-campus leadership role in subject or course | | | ● | Independent reports from tutors | Early to mid | |
| Management of cross-campus alignment and consultation | | | ● | Independent reports of action and impact | Mid to later | |
| Leadership feedback | | | ● | Survey results | Mid to later | |
| Mentor roles | | | ● | Independent feedback from mentees; achievements as a result of mentoring | Mid to later | |
| Formal teaching leadership roles | | | ● | Independent reports of contribution or actions | All | |
| Attracting funding to support development or innovation for subject or course | | | ● | Funds awarded; outcomes | All | |
| Service on or chairing of committees / reviews / policy development | | | ● | Committee actions as a result of your input | Mid to later | |
| External leader / reviewer / advisor roles | | | ● | No. of invitations to undertake peer review; outcomes of advisory work | Mid to later | |
| Activities that may involve the collaborative efforts of a team | | | | Sphere of influence may extend beyond the university | | |