



Academic Probation

a guide to evidence about teaching for continuing appointment

JANUARY 2009

Academic Probation - All applicants

The high quality of teaching by UOW academics has ensured that UOW is nationally recognised as a leading Australian university for teaching excellence.

Success in teaching needs to be demonstrated by applicants for continuing appointment who have teaching responsibilities, regardless of whether they rank teaching 1, 2, 3 or 4 in their application.

Applicants need to show they have successfully performed the teaching aspects of their UOW role as described in their position description. Applicants are also encouraged to include additional teaching-related achievements, whether from UOW or elsewhere. See <https://intranet.uow.edu.au/pods/acprobation/> for policies and procedures.

Compulsory evidence for roles with a formal teaching component

Professional development

- University Learning and Teaching course (ULT) completion/exemption report
<http://www.uow.edu.au/asd/ULT/index.html>

Student evaluation

- 4-6 UOW Teacher Evaluations*
<http://www.uow.edu.au/asd/tsse/index.html>

Reflection

- One page reflective commentary on teaching evidence

Optional evidence for teaching roles

Peer Evaluation

- UOW Peer Observation of Teaching (maximum of 2 reviews – one internal and one external)
<http://www.uow.edu.au/asd/PeerReview/index.html>

* In certain limited circumstances, all or some UOW Teacher Evaluations may be replaced by UOW Peer Observations of Teaching or UOW Peer Reviews of Educational Practice. This can be arranged if an academic has no teaching responsibilities with students (or too few classes) in which to collect UOW Teacher Evaluations. Currently this applies only to Academic Services Division and some Graduate School of Medicine academics.

People in other areas who genuinely can't carry out sufficient UOW Teacher Evaluations may apply through their Dean to the Chair of the Probations Committee to substitute UOW Peer Observations of Teaching. It should be noted that the existing option to extend probation for employees who, through no fault of their own, have been unable to obtain the required number of UOW Teacher Evaluations, remains unchanged.

Please note: having left it too late to organise evaluations is not a valid reason.

Academic Probation for Continuing Appointment - Applicants ranking teaching highly

At all levels of academic probation, teaching can be ranked highly. At senior academic levels, those who rank teaching first take increasing leadership of teaching, have a greater ambit of influence and make a higher level of contribution to teaching-related activities. Associate Professors should have a significant impact within the university as well as, for example, national or international recognition in at least one area of teaching activity.

A range of evidence can be used to support applications. Some helpful ideas are given below, but please note this document isn't intended as a checklist. There is no set formula for success in teaching. Committees judge each application on its merits, weighing up the mix of evidence each candidate puts forward and the coherent case each candidate makes based on this evidence.

	Associate Lecturer Evidence of teaching interest, experience and quality could include, for example, some of:	Lecturer Evidence of teaching interest, experience and quality could include, for example, some of:	Senior Lecturer Evidence of teaching experience, quality and impact could include, for example, some of:	Associate Professor Evidence of teaching quality, impact and distinction could include, for example, some of:
Impact on students	In addition to UOW Teacher Evaluations <ul style="list-style-type: none"> • Other student feedback • Student learning outcomes 	In addition to UOW Teacher Evaluations <ul style="list-style-type: none"> • UOW Subject Evaluations (for subject coordinators) • Other student feedback • Student learning outcomes • Evidence of engagement with teaching aspects of supervising Honours, student projects and/or practicums 	In addition to UOW Teacher Evaluations <ul style="list-style-type: none"> • UOW Subject Evaluations (for subject coordinators) • Other student feedback • Student learning outcomes • Evidence of engagement with teaching aspects of Honours and postgraduate supervision 	In addition to UOW Teacher Evaluations <ul style="list-style-type: none"> • UOW Subject Evaluations (for subject coordinators). • Other student feedback • Student learning outcomes • Evidence of engagement with teaching aspects of Honours and postgraduate supervision
Individual teaching & learning development	<ul style="list-style-type: none"> • All ULT units completed, unless exempt 	<ul style="list-style-type: none"> • All ULT units completed, unless exempt • Participation in teaching development opportunities 	<ul style="list-style-type: none"> • All ULT units completed, unless exempt • Participation in teaching development opportunities 	<ul style="list-style-type: none"> • Postgraduate qualification in teaching or completion of other teaching-related courses • All ULT units completed, unless exempt
Curriculum development	<ul style="list-style-type: none"> • Development of teaching-related innovations or learning resources, evaluated by students or peers 	<ul style="list-style-type: none"> • Development of teaching-related innovations or learning resources, evaluated by students or peers 	<ul style="list-style-type: none"> • Development of teaching-related innovations and/or subject(s), evaluated by students or peers 	<ul style="list-style-type: none"> • Development of teaching-related innovations and subjects, evaluated by students or peers • Evidence of significant participation in curriculum review, planning and/or development
Peer evaluation & recognition	<ul style="list-style-type: none"> • UOW Peer Observations of Teaching • Other evidence of peer recognition 	<ul style="list-style-type: none"> • UOW Peer Observations of Teaching • Other evidence of peer recognition 	<ul style="list-style-type: none"> • UOW Peer Observations of Teaching • UOW Peer Review of Educational Practice • Teaching awards • Other evidence of peer recognition 	<ul style="list-style-type: none"> • UOW Peer Observations of Teaching • UOW Peer Review of Educational Practice • Teaching awards • Other evidence of peer recognition
Scholarship of teaching & learning*	<ul style="list-style-type: none"> • Contribution to publications, presentations or workshops on teaching 	<ul style="list-style-type: none"> • Publications, presentations or workshops on teaching 	<ul style="list-style-type: none"> • Publications, presentations or workshops on teaching • Teaching grants 	<ul style="list-style-type: none"> • Publications, presentations or workshops on teaching • Teaching grants
Learning-Teaching-Research Nexus		<ul style="list-style-type: none"> • Evidence of success in cultivating students' understanding of the research culture and research skills in the discipline 	<ul style="list-style-type: none"> • Evidence of success in developing students' experience with research 	<ul style="list-style-type: none"> • Evidence of success in developing students' engagement with research, eg students continuing to Honours or research degrees
Leadership		<ul style="list-style-type: none"> • Experience in tutor management / development • Participation in Faculty/School teaching & learning initiatives 	<ul style="list-style-type: none"> • Evidence of contribution to Faculty/School teaching & learning initiatives and/or committees • External impact, eg invited as external trainer, speaker, advisor, consultant, editor 	<ul style="list-style-type: none"> • Evidence of contribution to Faculty/university teaching & learning initiatives and/or committees • National impact, eg invited as external reviewer, speaker, advisor, consultant, editor

* 'Scholarship of teaching' can relate to either the teaching or research sections of your application. In the teaching section of your application, consider including scholarship relating to your own teaching. If you are involved in teaching-related research more broadly, consider that this might be part of the research section of your application.

