

Australian Council of Deans of ICT:  
Proposal for Research Performance  
Benchmarks

# The Need

- Academic staff, departments/schools, and faculties increasingly being held accountable for performance.
- Performance often assessed relative to benchmarks.
- For ICT disciplines, benchmarks chosen (e.g., engineering) often inappropriate.
- Performance evaluations require valid and reliable benchmarks.

# The Approach


Each institution collects its own performance data using ACDICT benchmarks

Provides performance data to ACDICT Executive Office

ACDICT Executive Officer calculates sector-wide medians for benchmarks

Provides results to ACDICT member institutions that provided data

Each institution evaluates performance relative to median benchmarks



Each institution's data kept confidential

# The Benchmarks - I

- H-index
- G-index
- Total weighted publications over most recent five years (*no pro-rata*)
  - 1.50 (ERA A\*- and A-ranked journal publications)
  - 1.00 (ERA A-ranked conference publication)
  - 0.50 (ERA B-ranked journal and conference publications)
  - 0.05 (ERA C-ranked and below journal and conference publications)

# The Benchmarks - II

- DIISR publication points (pro-rata)
  - 1 point for B1, C1, E1
  - 5 points for A1
- Number of new NCGs over most-recent five years
- Annual DIISR research income (pro-rata)
- Weighted HDR completions
  - 1.5 (No. of PhD completions X supervision fraction)
  - 1.0 (No. of Masters completions X supervision fraction)

# The Benchmarks - III

- Annual HDR supervision load (based on supervision fraction)
- Number of invited talks over previous five years
- Journal editorial board and conference program committee memberships over last five years
  - Number of ERA A\*-ranked and A-ranked journal editorial boards
  - Number of ERA A-ranked conference program committee memberships

# Benchmark Categories

- Academic Level
  - Level E (professor)
  - Level D (associate professor/reader)
  - Level C (senior lecturer)
  - Level B (lecturer)
- Sub-Discipline
  - Computer Science and Software Engineering
  - Other (information systems, multimedia, games, library science, archives)

# Questions and Comments, Please!

