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.

ACDICT Executive Officer calculates sector-wide medians for benchmarks.

Each institution evaluates performance relative to median benchmarks.

The approach ensures confidentiality of each institution's data.

Provides performance data to ACDICT Executive Office.

Provides results to ACDICT member institutions that provided data.
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!