

# Flinders University

## Academic Achievement Report (AAR)

Information Sheet – Introduction and Actions for 2026



## Applicant Guide

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## 1. Background

Following the implementation of the Academic Workload Model, the Supplementary Data Report, previously utilised for annual Performance Deview and Development (PRD) cycle required an update to accommodate the workload model.

As part of this process, an opportunity was identified to establish a report with the capability of supporting both the PRD cycle and the academic promotions process, creating a consistent way of presenting data.

## 2. Academic Achievement Report (AAR)

The Academic Achievement Report (AAR) is a university report available to staff who hold Continuing, Continuing Contingent and fixed term appointments.

The report consolidates academic staff achievement data from various university systems into a single, integrated view. The AAR replaces the former Supplementary Data Report previously utilised during the Performance Review and Development (PRD).

The AAR will be presented in **two** different ways to support key University Processes:

- Academic Achievement Report (Performance Review and Development)
- Academic Achievement Report (Promotions)

The **Academic Achievement Report (Performance Review and Development)** is a complete version of the report that is used to support PRD discussions between Academic staff and their supervisors.

The **Academic Achievement Report (Promotions)** is a filtered version of the report that is used to support staff when applying for Academic Promotion. This version removes comparative tables and does not reflect work where the outcome has not yet been realised, e.g. pending or unsuccessful grant applications.

Business Intelligence & Planning has led the development of the AAR, working closely with Senior Academic Leaders, People & Culture (P&C) and Information and Digital Services (IDS) and captures the following information:

- Employment Details
- Student Evaluation in Teaching (SET) surveys results
- Publications and Non-traditional Outputs
- Projects and Awards
- Research Grants and Tender Applications
- Higher Degree by Research (HDR) Supervision

### 3. Staff Responsibilities – Implementation Phase

As part of the implementation phase, a copy of your report has been provided to your Dean P&R or Portfolio Leader.

*Please review this report, and if there are any inaccuracies, please arrange for this to be corrected in the source system as early as possible.*

*A list of contact details is provided in the AAR if you need assistance in updating the relevant source data.*

*This is particularly important if you are considering applying for promotion in 2026 as the report itself cannot be edited if errors are identified, please ensure that your data is up to date and complete in the source systems based on the full unfiltered report provided to you in March 2026.*

### 4. Use of the AAR in University Processes Post Implementation Phase

#### 4.1 Performance Review and Development (PRD)

This report will be generated and provided to your Dean P&R during the PRD Cycle, currently in August/September each year.

The AAR provides a consolidated evidence base to:

- Support PRD conversations
- Assist staff and supervisors in planning for future Promotion discussions
- Identify strengths, patterns, and development opportunities
- Reduce duplication by drawing information directly from university systems

#### 4.2 Academic Promotion

The AAR (Promotion) version will replace the need for academic staff applying for promotion to source multiple data reports to submit with their application. This single report will capture all evidence-based data required when submitting applications.

For 2026 Promotion Applications, The AAR – Academic Promotion is available on request through the College Portfolio People & Culture (P&C) [Business Partnering team](#) when you are in the process of applying for promotion.

The goal is to showcase your trajectory and the quality of your work wherever that may be best demonstrated, within the context of your wider role. Committees will take into account opportunities for contribution when considering your statement, including whether your role is balanced, specialist and/or non-traditional in nature.

### 4.3 Data Accuracy and Source Systems

The AAR draws information from university source systems, including:

- Teaching systems
- Research systems
- HDR supervision records
- People & Culture systems

The accuracy of the AAR depends on the accuracy and completeness of the underlying data in these systems. The AAR itself cannot be edited directly.

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