

Discipline Profiles: English

1: Introduction: English at Macquarie

The Department of English at Macquarie University, in both its research and its teaching, reflects the current diversity of English Studies.

The work of the Department includes, amongst other things: the study of literature in relation to cultural history and theory, especially the history of ideas; contributions to the study of literary theory; creative writing in various genres and media; discourse analysis and the development of methodologies for discourse analysis; study of narrative forms in a variety of media; bibliographical work. Texts studied range from the medieval to the contemporary, from the dramatic to the autobiographical, from the British and the colonial to the postcolonial. Designated areas of research excellence within the Department are:

- Early Modern Literature and Culture
- Victorian Literature and Culture
- Youth Cultures.

Emerging areas of research focus are:

- Australian Society and Culture
- Global/Postcolonial/Feminist Studies
- Visual Cultures, Creative Writing and Performance Studies

Knowledge in the discipline is advanced in a variety of ways, of which the principal forms are:

- Books, including both monographs and co-authored books
- Refereed journal articles
- Creative work
- Edited Collections of Original Articles
- Editions of primary texts
- Papers in Conference Proceedings
- Book Reviews
- Conference Presentations
- The organizing of conferences and research symposia
- Consultancies

Refereed Journal Articles and Chapters in books are the major vehicle for publication. A journal article — of an average length of 5000-6,000 words — might take perhaps a year of research, while a book might take four or five, or more, years. Articles submitted to scholarly journals are usually assessed by two or three readers, including members of the editorial committee and (or) consultant specialists in the field. An Edited Collection which makes an important

contribution to the discipline is an intellectually demanding exercise. Substantial Editions of Literary Texts may also make a significant contribution to scholarship. Conference Presentations are important forms of dissemination of research and scholarship and are generally reworked as Journal Articles, Chapters, or Papers in Conference Proceedings. Published creative work, when subject to normal processes of peer review, can be taken as equivalent to the publication of academic articles or academic books.

Although there are notable exceptions, joint authorship is not yet common in English. Supervisors play an active role in mentoring the publications of research students, and some work is thereby co-authored. It is, however, not the practice in English for supervisors to be automatically listed as a co-author of publications emanating from research students.

Examples of consultancy work might include: membership of the Editorial Boards of scholarly journals, reading manuscripts for publishing houses, acting as referee for journals and research grant funding, serving on review committees of other tertiary institutions, acting as assessors or referees in respect of staff promotion procedures at other institutions, acting as external examiners for other institutions, and serving as literary judges for literary awards offered in Australia. Members of the discipline, especially senior members, are usually active in professional organizations in their field.

Indicators of success in the discipline are:

1. Publications in high quality refereed journals and books (as above)
2. Impact of published work, as measured by reviews of books, responses to articles by other scholars and by frequency of citation (insofar as this may be ascertained in the absence of citation indices).
3. Invitations to present keynote addresses and other papers at conferences.
4. Consultancies (as above).
5. Successful applications for external grants.
6. Ability to attract good Higher Degree Research students.

All members of staff, irrespective of their levels of appointment, attend Department and Division meetings, and act as members of the Department's organizational committees.

2: Research and Publications

Associate Lecturer

Associate Lecturers will usually be expected to have completed or nearly completed a higher degree, usually a doctorate (or its equivalent). They would usually be expected to have made a start on a career of scholarly publication. Other areas of work might include conference presentations, both within Australia and overseas, and published creative writing.

Lecturer

Lecturers will be expected to have completed a higher degree, usually a doctorate (or its equivalent). They would be expected to have established a career of scholarly publication, and will have begun making applications for major research grants. Other areas of work might include published creative writing, conference presentations both within Australia and overseas, and development of a global research outlook through study leave and links with overseas researchers.

Senior Lecturer

Senior Lecturers will be expected to have a doctorate or its equivalent in publication, such as a monograph or scholarly edition. A senior lecturer would usually be expected to have a substantial number of publications in refereed journals; he or she might have achieved some success in applications for externally funded grants; he or she would be an active participant and presenter at conferences both within Australia and overseas, and might be involved in organizing such conferences; original work in the field may also include creative writing. He or she is likely to have held visiting appointments at other institutions, both within Australia and overseas, and developed an international research network.

Associate Professor

Associate Professors will usually have the same formal qualifications as Senior Lecturers. There should be evidence of recognized standing and authority in an academic field within the Department. That standing and authority should be manifested by a substantial number of publications in high quality, refereed journals of international reputation, one or more substantial monographs in a press of recognized standing, and citation in the work of other scholars. Other things which might also be taken into account could include: success in both gaining and in producing substantial publications from ARC grants; the initiation and co-

ordination of group research projects; participation in and organization of international conferences, and invitations to present plenary or keynote addresses at such conferences; he or she is likely to have held visiting appointments at other institutions, both within Australia and overseas, and developed an international research network leading to research output with an international focus.

Creative work which has gained significant critical recognition might also be taken into account.

Professor

A Professor will have the same formal qualifications, and achievements of the same kinds, as an Associate Professor but will be recognized as a leading authority in his or her academic field. Thus a Professor will demonstrate both a high level of commitment to and a high level of achievement in his or her discipline. He or she will foster research within the Department (and beyond it) and will be actively involved in formulating research policy within the Department and within the University, and is apt to provide leadership in international research organizations.

3: Teaching

All members of staff, irrespective of their levels of appointment, participate in the Department's teaching, both undergraduate and postgraduate.

Associate Lecturer

Associate Lecturers will usually be expected to demonstrate satisfactory levels in teaching skills and performance. Evidence for this will include student and peer assessment and may include the acquisition of formal teaching skills. An Associate Lecturer may prepare and deliver some lectures, where knowledge and expertise are appropriate, and may do a limited amount of teaching at Masters level.

Appointees to positions involving creative writing would usually be expected to show evidence of appropriate writing workshop skills (that is, not simply evidence of creative achievement, but of appropriate teaching expertise).

Lecturer

Lecturers would usually be expected to demonstrate at least satisfactory levels in teaching skills and performance. Evidence for this will include student and peer assessment and may include the acquisition of formal teaching skills. The ability to co-ordinate undergraduate units, including the production of study guides and the organization of resources will usually be expected of a lecturer. Lecturers will be expected to be involved in the supervision of honours, postgraduate and higher degree research students.

Appointees to positions involving creative writing will usually be expected to show evidence of appropriate writing workshop skills (that is, not simply evidence of creative achievement, but of appropriate teaching expertise).

Senior Lecturer

Senior lecturers will usually be expected to demonstrate high levels of tutoring and lecturing skills in all units assigned, including those not specifically in the senior lecturer's field. In units in the senior lecturer's field, evidence of leadership, innovation in design, and awareness of recent developments in knowledge will usually be expected. There should generally be evidence of higher-level teaching as well — for example, the supervision of honours, postgraduate and higher degree research theses.

Associate Professor and Professor

In addition to the requirements of the Senior Lecturer profile, an Associate Professor will usually be expected to be able to demonstrate higher level abilities, for example, the development of whole programs of study, the successful supervision of substantial numbers of honours and higher degree research students, invitations to teach at outside institutions. Staff at these levels might also be expected to act as consultants for, and provide leadership in, course design and delivery at international higher education institutions.

4: Administration

Associate Lecturer

An Associate Lecturer may be expected to co-ordinate undergraduate units, as she or he gains experience and expertise, and will generally be involved in the production of study guides and the organization of resources in consultation with unit co-ordinators. An Associate Lecturer will be expected to contribute to the organizational work of the Department, for example, by serving on working parties or on the Department's various committees.

Lecturer

A lecturer will usually be expected to co-ordinate undergraduate units and to contribute to the planning and organizational work of the Department and of the Division, for example, by serving on working parties on particular issues or on the regular committees of the Department or the Division.

Senior Lecturer

In addition to the requirements for a lecturer, a senior lecturer might be expected to convene committees of the Department and the Division and to have begun to participate in administrative work at university level.

Associate Professor

An associate professor will be expected to demonstrate the abilities and skills appropriate to the leadership of the Department or a section of it, and to have

participated at a significant level in University committees as well as Division and Departmental ones. He or she should demonstrate concern for the careers of other staff and research students through mentoring. The undertaking of professional development in management may also be an advantage.

Professor

In addition to the requirements for an Associate Professor, a Professor is expected to show high order managerial and leadership skills relating to all facets of the work of the Department, the Division and the University. It is expected that a Professor will from time to time serve as Head of the Department. A Professor will also serve effectively on committees of the University, and sometimes chair such committees.

A Professor will usually be expected to be able to represent the discipline outside the University, at national and (or) international levels. That might be evidenced by, for example, leadership in national or international bodies associated with the discipline.

5: Professional and Community Service

Associate Lecturers and Lecturer

Associate Lecturers and Lecturers will usually be expected to have begun to participate in the activities of the profession outside the university. Examples of that might include: attendance at conferences, extra-mural teaching, committee work related to their field, lecturing to HSC students and to secondary school teachers.

Senior Lecturer, Associate Professor and Professor

Examples of professional and of community service appropriate to Senior Lecturers and Associate Professors might include: conference planning and organization, involvement in the production and editing of journals, newspaper and journal reviewing of scholarly or creative work, service to educational groups associated with English teaching in the community at large, and beyond that to provide advice and leadership in international higher education institutions; the offering of expert opinion in the media, the organization of community discussion or writing groups.