

JOB CLASSIFICATION AND LINKED ADVANCEMENT PROCEDURE (MPF1157)

SCHEDULE B – MINIMUM STANDARDS FOR ACADEMIC LEVELS

This Schedule sets out academic position classification standards for teaching and research staff at levels A to E, and describes the general standard and specific duties for each of these levels. The standards are not exhaustive of all tasks in academic employment, which is by its nature multi-skilled and involves an overlap of duties between levels. The responsibilities of academic staff may vary according to the specific requirements of the University to meet its objectives, to different discipline requirements and to individual staff development.

An academic staff member appointed to a particular level may be assigned and may be expected to undertake, responsibilities and functions of any level up to and including the level to which the academic is appointed or promoted. An academic staff member may undertake elements of the work of a higher level in order to gain experience and expertise consistent with the requirements of an institution's promotion processes.

Academic levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position and level of achievement of the academic.

Academic Staff Level A	Minimum Standards for Academic Level
Occupational equivalent	Tutor, Research Assistant Grade 2, Research Fellow 1.
	<p>A level A academic will work with the support and guidance from more senior academic staff and will work under the supervision of academic staff at level B and above.</p> <p>A level A academic is expected to develop their expertise in teaching, scholarship and/or research with an increasing degree of autonomy and may work with limited supervision and/or as part of a team.</p> <p>A level A academic will contribute to teaching at the institution (at a level appropriate to the skills and experience of the staff member) and/or undertake research and/or engage in professional activities appropriate to his or her profession or discipline.</p> <p>They will undertake administration primarily relating to their activities at the institution.</p> <p>The contribution to teaching and supervision of students of level A academics will be primarily at undergraduate and graduate diploma level.</p> <p>The results of research conducted may be published as sole author or in collaboration.</p>

Academic Staff Level B	Minimum Standards for Academic Level
Occupational equivalent	Lecturer, Research Fellow 2.
	<p>A level B academic will undertake independent teaching and/or research in their discipline or related area. In research and/or teaching and/or scholarship, a level B academic will make an independent contribution through professional practice and expertise and coordinate and/or lead the activities of other staff, as appropriate to the discipline.</p> <p>A level B academic will contribute to teaching at undergraduate, honours and postgraduate level, and/or engage in independent scholarship and/or undertake research and/or engage in professional activities appropriate to his or her profession or discipline. They will undertake administration primarily relating to their activities at the institution and may be required to perform the full academic responsibilities of, and related administration for, the coordination of an award program of the institution.</p> <p>At level B an academic will have experience in research or scholarly activities, which have resulted in refereed journals or other demonstrated scholarly activities. Research may be carried out independently and/or as part of a team. Level B academics may supervise postgraduate research students or projects and be involved in research training.</p>

Academic Staff Level C	Minimum Standards for Academic Level
Occupational equivalent	Senior Lecturer, Senior Research Fellow.
	<p>A level C academic will make a significant contribution to the discipline at the national level. In research, scholarship and/or teaching they will make independent and original contributions, which expand knowledge or practice in their discipline and have a significant impact on their field of expertise.</p> <p>A level C academic will make a significant contribution to research and/or scholarship and/or teaching and/or administration activities of an organisational unit or an interdisciplinary area at undergraduate, honours and postgraduate level. They may undertake research. They will play a major role or provide a significant degree of leadership in scholarly, research and/or professional activities relevant to the profession, discipline and/or community and may be required to perform the full academic responsibilities of, and related administration for, the coordination of a large award program or a number of smaller award programs of the institution.</p> <p>The research work of a level C academic will be acknowledged at a national level as being influential in expanding the knowledge of his or her discipline. This standing will be demonstrated by a strong record of published work or other demonstrated scholarly activities. A level C academic will normally provide leadership in research, including research training and supervision.</p>

Academic Staff Level D	Minimum Standards for Academic Level
Occupational equivalent	Reader, Associate Professor, Principal Lecturer, Principal Research Fellow.
	<p>A level D academic will make an outstanding contribution to the research and/or scholarship and/or teaching and administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.</p> <p>A level D academic will make an outstanding contribution to the governance and collegial life inside and outside of the institution and will have attained recognition at a national or international level in their discipline. They will make original and innovative contributions to the advancement of scholarship, research and/or teaching in their discipline, and may undertake research.</p> <p>The research work of a level D academic will make a major original and innovative contribution to their field of study or research, and be recognised as outstanding nationally or internationally. A level D academic will play an outstanding role within their institution, discipline and/or profession in fostering the research activities of others and in research training.</p>

Academic Staff Level E	Minimum Standards for Academic Level
Occupational equivalent	Professor, Professorial Fellow
	<p>A level E academic will provide leadership and foster excellence in research, teaching and policy development in the academic discipline within the institution and within the community, professional, commercial or industrial sectors.</p> <p>A level E academic will have attained recognition as an eminent authority in their discipline, will have achieved distinction at the national level and may be required to have achieved distinction at the international level. A level E academic will make original, innovative and distinguished contributions to scholarship, research and/or teaching in their discipline and may undertake research. They will make a commensurate contribution to the work of the institution.</p> <p>The research work of a level E academic will typically have achieved international recognition through original, innovative and distinguished contributions to their field of research, which is demonstrated by sustained and distinguished performance. At level E an academic will provide leadership in their field of research, within their institution, discipline and/or profession and within the scholarly and/or general community. They will foster excellence in research, research policy and research training.</p>

REVIEW

This schedule is to be reviewed by 28 February 2015.

VERSION HISTORY

Version	Approved By	Approval Date	Effective Date	Sections Modified
1	Senior Vice-Principal	21 August 2012	21 August 2012	New version arising from the Policy Simplification Project. Loaded into MPL as Version 1.