



## MINIMUM STANDARDS FOR ACADEMIC STAFF

Academic work at Southern Cross University is based on a flexible and individually negotiated framework encompassing scholarship and service. Scholarship is categorised as scholarship of discovery, scholarship of integration, scholarship of application and scholarship of teaching. An academic can negotiate or be appointed to a work activity profile that encompasses one or more of the scholarship categories plus service.

The academic levels are differentiated by level of complexity, degree of autonomy, leadership requirements of the position and level of achievement of the academic. The responsibilities of academic staff may vary according to the specific requirements of the University to meet its objectives, to different discipline requirements and/or to individual staff development.

An academic 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. In addition, an academic 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.

The following minimum standards for academic staff (MSAS), inclusive of creative disciplines, will not be used as a basis for claims for reclassification:

### **Level A**

A Level A academic will work with the support and guidance from more senior academic staff and is expected to develop his or her expertise in one or more categories of scholarship with an increasing degree of autonomy. A Level A academic will normally have completed four years of tertiary study or equivalent qualifications and experience and may be required to hold a relevant higher degree.

A Level A academic will be required to contribute to one or more categories of scholarship at the institution, at a level appropriate to the skills and experience of the staff member, and/or engage in professional activities appropriate to his or her profession or discipline, and undertake administration primarily relating to his or her activities at the institution. The contribution to teaching of Level A academics will be primarily at undergraduate and graduate diploma level.

A Level A academic will typically conduct scholarship activities under limited supervision either independently or as a member of a team and will normally hold a relevant higher degree. A Level A academic will normally work under the supervision of academic staff at Level B or above, with an increasing degree of autonomy as the academic gains skills and experience. Depending on their qualifications, a Level A academic may supervise research students and may publish the results of research conducted as sole author or in collaboration. He or she will undertake administration primarily relating to his or her activities at the institution.

### **Level B**

A Level B academic will be required to engage in one or more categories of scholarship on an independent or team basis in his or her discipline or related area. 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.

A Level B academic may be required to contribute to the scholarship of teaching at undergraduate, honours and postgraduate level, engage in independent research and/or professional activities appropriate to his or her profession or discipline. He or she will normally undertake administration primarily relating to his or her 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.

A Level B academic may be required to supervise postgraduate research students or projects. A Level B academic would normally have experience in scholarship activities, which have resulted in publications in refereed journals or other demonstrated scholarship activities.

### **Level C**

A Level C academic will make a significant contribution to the discipline at the national level. In one or more categories of scholarship he or she will make original contributions, which expand knowledge or practice in his or her discipline.

A Level C academic will make a significant contribution to the scholarship and administration activities of an organisational unit or an interdisciplinary area at undergraduate, honour and postgraduate level. He or she will play a major role or provide a significant degree of leadership in scholarship 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.

A Level C academic will make independent and original contributions to one or more categories of scholarship, which have a significant impact on his or her field of expertise. The work of the academic will be acknowledged at a national level as being influential in expanding the knowledge of his or her discipline. This standing will normally be demonstrated by a strong record of published work or other demonstrated scholarship activities. A Level C academic will normally provide leadership in research training and supervision.

### **Level D**

A Level D academic will make an outstanding contribution to one or more categories of scholarship and the administration activities of an organisational unit, including a large organisational unit, or interdisciplinary area.

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 his or her discipline. He or she will make original and innovative contributions to the advancement of scholarship in his or her discipline.

A Level D academic will make major original and innovative contributions to his or her field of study, which are recognised as outstanding nationally or internationally. A Level D academic will play an outstanding role within his or her institution, discipline and/or profession in fostering the scholarship activities of others, which may include research training.

### **Level E**

A Level E academic will provide leadership and foster excellence in one or more categories of scholarship and policy development in the academic discipline within the institution and within the community, professional, commercial or industrial sectors.

A Level E academic will have attained recognition as an eminent authority in his or her 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 in his or her discipline. He or she will make a commensurate contribution to the work of the institution.

A Level E academic will typically have achieved international recognition through original, innovative and distinguished contributions to his or her field of scholarship, which is demonstrated by sustained and distinguished performance. A Level E academic will provide leadership in his or her field of scholarship within his or her institution, discipline and/or profession and within the scholarly and/or general community, which may include fostering excellence in research, research policy and research training.