

Standards, Expectations and Qualifications Policy - Academic Staff

Section 1 - Purpose

(1) This Policy outlines the standards, expectations and qualifications that apply to academic staff members of Charles Sturt University (the University). It is in addition to the duties and responsibilities prescribed in the Minimum Standards for Academic Levels (located in the Enterprise Agreement).

(2) This Policy should be used to provide a foundation for and inform the following University policies:

- a. Staff Recruitment and Selection Policy;
- b. Academic Staff Probation Policy;
- c. Performance Management Scheme Policy; and
- d. Academic Staff Promotion Policy.

Scope

(3) This Policy applies to all academic staff who hold a fixed term or continuing appointment at the University.

Section 2 - Glossary

(4) Nil.

Section 3 - Policy

Part A - Principles

(5) This Policy is based on principles of:

- a. academic freedom of association, enquiry and expression in a manner consistent with a responsible and honest search for and dissemination of knowledge and truth as embedded in the Code of Conduct ;
- b. recruitment, retention and development of high performing academic staff members who contribute to the University's mission;
- c. fairness and flexibility in workplace arrangements; and
- d. organisational and staff productivity and performance.

Part B - Qualifications

Level A

(6) An honours degree or higher qualification; an extended professional degree; a postgraduate diploma appropriate to the relevant discipline area; or equivalent accreditation and standing;

(7) The capacity to undertake, under supervision, teaching and/or research / creative works or professional activity; and

(8) The capacity to work as part of a team of academic staff.

Level B

(9) A doctoral or masters qualification appropriate to the relevant discipline area or equivalent accreditation and standing; and

(10) A record of research/creative works or professional activity relevant to the discipline area, which demonstrates a capacity to make an autonomous contribution.

Level C

(11) A doctoral qualification relevant to the discipline area; or equivalent accreditation and standing; and

(12) A record of significant achievement relevant to the discipline area, and at a national level, in the scholarship of teaching and/or research/creative works or professional activity.

Level D

(13) A doctoral qualification relevant to the discipline area; or equivalent accreditation and standing; and

(14) A record of academic achievement of national and/or international standing through outstanding contributions, including academic leadership, to the scholarship of teaching and/or research/creative works or professional activity.

Level E

(15) A doctoral qualification relevant to the discipline area; or equivalent accreditation and standing;

(16) A record of academic achievement of national and/or international standing through distinguished contributions, including academic leadership, to the scholarship of teaching and/or research/creative works or professional activity; and

(17) Recognition as a leading authority in the relevant discipline area.

Part C - Standards and Expectations

(18) A Level A academic is expected to:

- a. contribute, under supervision and often as part of a team, to academic activities, which may include teaching and/or research/creative works or professional activity;
- b. contribute to the academic administration of teaching. This may include subject coordination from Academic Level A, Step 6;
- c. supervise honours theses and masters projects but would not normally be expected to undertake research higher degree supervision; and
- d. undertake professional development, including, where appropriate, higher degree study, to enhance his/her skills in teaching and/or research/creative works or professional activity.

(19) A Level B academic is expected to:

- a. undertake independently academic activities in his/her discipline, which may include teaching and/or

research/creative works or professional activity;

- b. contribute to the development of his/her discipline through research/creative works or professional activity ;
and
- c. have the capacity to:
 - i. contribute to the scholarship of teaching in his/her discipline;
 - ii. teach effectively at undergraduate, honours and postgraduate levels; and
 - iii. undertake academic management and leadership to promote high quality in subject delivery and development.

(20) A Level C academic is expected to:

- a. make a significant contribution to his/her discipline at a national level;
- b. expand knowledge or practice in his/her discipline through original contributions in the scholarship of teaching and/or research/creative works or professional activity;
- c. provide leadership in his/her discipline in the scholarship of teaching and/or research/creative works or professional activity;
- d. promote high quality in course delivery and development; and
- e. have the capacity to:
 - i. coordinate award programs of the University, or to lead and manage small research teams; and
 - ii. teach effectively at all levels, including higher degree supervision.

(21) A Level D academic is expected to:

- a. make an outstanding contribution to his/her discipline, which is recognised at national and international levels, in the scholarship of teaching and/or research/creative works or professional activity;
- b. make substantial contributions to the advancement of his/her discipline, profession and organisational unit through leadership in the scholarship of teaching and/or research/creative works or professional activity; and
- c. have the capacity to lead and manage significant academic organisational units, and to contribute to the leadership and collegial life of the University and his/her profession or discipline.

(22) A Level E academic is expected to:

- a. provide leadership in his/her discipline or field, within and outside the University, to foster excellence in the scholarship of teaching and research/creative works or professional activity;
- b. make original and distinguished contributions, which are recognised at national and international levels, to the scholarship of teaching and/or research/creative works or professional activity; and
- c. make significant contributions to the leadership of the University in the promotion of excellence in academic activities, and to have the capacity to lead and manage major academic units or activities.

Section 4 - Procedures

(23) Nil

Section 5 - Guidelines

(24) Nil.

Status and Details

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