



	A	B	C	D	E
Minimum Standard	Refer to the Minimum Standards for Academic Levels (MSAL), Schedule 4 of the University of South Australia Enterprise Agreement 2023 .				
Skill Base and minimum qualifications	As a minimum an undergraduate degree and/or equivalent qualifications and/or professional experience. In many cases an honours degree or 3 year degree with postgraduate diploma needed.	Many cases will require doctoral or masters qualification or equivalent accreditation and standing.	Normally advanced qualifications at doctoral level. Will demonstrate a record of scholarly and professional achievement in the relevant discipline area.	Same skill base as Level C with addition of academic excellence with outstanding contribution to teaching and/or research and/or profession.	Same skill base a level D but will be a recognised as a leading authority in the relevant discipline area.
Leadership			University, State and emerging National.	University, State and National.	National and International

	A	B	C	D	E
Teaching and Teaching related Activities	<p>Conduct of tutorials, practical classes, clinical sessions, workshops, field trips etc.</p> <p>Preparation and delivery of lectures, seminars.</p> <p>Marking and assessment.</p> <p>Development of course material with appropriate guidance from course coordinator or program director.</p> <p>Production of teaching materials.</p> <p>Act as a course coordinator provided the skills and experience demonstrate this capacity.</p>	<p>Conduct of tutorials, practical classes, clinical sessions, workshops, field trips etc.</p> <p>Preparation and delivery of lectures, seminars.</p> <p>Marking and assessment.</p> <p>Supervision of the program of study of honours students or coursework postgraduate students.</p>	<p>Conduct of tutorials, practical classes, clinical sessions, workshops, field trips etc.</p> <p>Preparation and delivery of lectures, seminars.</p> <p>Marking and assessment.</p> <p>Supervision of the program of study of honours students or coursework postgraduate students.</p>	<p>Conduct of tutorials, practical classes, clinical sessions, workshops, field trips etc.</p> <p>Preparation and delivery of lectures, seminars.</p> <p>Marking and assessment.</p> <p>Supervision of the program of study of honours students or coursework postgraduate students.</p>	<p>Conduct of tutorials, practical classes, clinical sessions, workshops, field trips etc.</p> <p>Preparation and delivery of lectures, seminars.</p> <p>Marking and assessment.</p> <p>Making a distinguished personal contribution to teaching at all levels.</p> <p>Supervision of the program of study of honours students or coursework postgraduate students.</p>
Student Consultation	Consultation with students.	Consultation with students.	Consultation with students.	Consultation with students.	Consultation with students.

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Admin and other academic activities	<p>Limited administrative functions.</p> <p>Attendance at unit/institute and/or membership of a limited number of committees.</p>	<p>Development of program material. At times with appropriate advice and support from senior staff.</p> <p>A range of administrative function.</p> <p>Act as a Program Director.</p> <p>Attendance at unit/institute and/or membership of a limited number of committees.</p>	<p>Initiation and development of program material.</p> <p>Broad administrative functions.</p> <p>Program director.</p> <p>Attendance at unit/institute and/or a major role in planning or committee work.</p>	<p>The development of and responsibility for curriculum/ programs of study.</p> <p>High level administrative functions.</p> <p>Program director.</p> <p>Attendance at unit/institute meetings.</p>	<p>Play an active role in the maintenance of academic standards and in the development of educational policy and curriculum within the discipline.</p> <p>Developing policy and being involved in administrative matters within the department and institution.</p> <p>Being involved in administrative matters with the department.</p>
Research	<p>Conduct of research.</p>	<p>Conduct of research.</p> <p>Supervision of major honours or postgraduate research projects.</p>	<p>Conduct of research.</p> <p>Significant role in research projects including where appropriate leadership of research team.</p>	<p>Conduct of research.</p> <p>Conduct of research, including leadership of a large research team.</p> <p>Supervision of major honours or postgraduate research projects.</p>	<p>Conduct of research.</p> <p>Fostering the research of other groups and individuals.</p> <p>Supervision of major honours or postgraduate research projects.</p> <p>Development of research policy.</p>

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Scholarship	Involvement in professional activity.	Involvement in professional activity.	Involvement in professional activity.	Significant contribution to the profession and/or discipline.	Participating in and providing leadership in community affairs, particularly those related to the discipline, in professional, commercial and industrial sectors. Provision of a continuing high level of personal commitment to, and achievement in, a particularly scholarly area.