
College Academic Supervision Framework:

1. The Vice President will supervise all Deans, Institute and Centre Directors and Academic staff members of the College Leadership Team; Deans and Institute and Centre Directors will supervise all remaining Level E academic staff.
2. An academic supervisor may only supervise staff at a lower academic level, exceptions being Deans and Institute and Centre Directors or in extraordinary circumstances by endorsement of the Vice President.
3. A staff member will be a minimum 0.5FTE to be eligible to be a supervisor.
4. Academic supervision within a discipline area will primarily be undertaken by the Academic Lead; an Academic Lead may delegate supervision of Level A/B staff to a discipline level academics at Level C and above. Where there are more eligible supervisors than staff in an area and they are not required to support cross-disciplinary supervision, the preference for supervision will go to Level C staff to support capacity building and leadership opportunities. This also provides more capacity for Level D's and E's to provide mentoring.
5. New Level C's will take on Level A supervision in the first instance if the area consists of a mix of Level A's and B's and there is an appropriate alternative for supervision of the B's.
6. Topic Coordinators at Level B and above may supervise casual academic staff as part of their role.
7. For Research Only academic staff, draft principles #1 and #2 above apply, relevant Research leads will be responsible for delegation of supervision for Research Only staff consistent with the principles of a delegated supervisor being a minimum of Academic Level C and only supervising staff at a lower academic level. A CIA/PI on a tied research grant at Academic Level B may supervise a Level A research only academic provided they are mentored in this role by an experienced academic supervisor.
8. The number of academic staff being supervised by one staff member must not exceed 5 (pro-rata for part-time staff), exceptions being Vice President, Deans and Institute and Centre Directors or in extraordinary circumstances by endorsement of the Vice President.
9. Any staff member on a period of approved leave for more than 3 months (untied staff only) will revert back to the Dean P&R for supervision whilst on leave and the Dean P&R will reallocate the staff members supervision upon their return.
10. Any changes in academic supervision for untied staff will be managed by the Dean P&R and People and Culture in the first instance.
11. All academic supervisors must complete training provided by the CNHS and University.

Additional resources that define the scope of the role and responsibilities can be found at [Supervisor Resources](#).

Endorsed by the College Executive Leadership Team and College People & Infrastructure Committee
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