### SKILL BASE AND QUALIFICATIONS

<table>
<thead>
<tr>
<th>Level A (Associate Lecturer)</th>
<th>Level B (Lecturer)</th>
<th>Level C (Senior Lecturer)</th>
<th>Level D (Associate Professor)</th>
<th>Level E (Professor)</th>
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</table>
| • As a minimum, satisfactory completion of 4 years of tertiary study or equivalent qualifications and experience. | • Completion of a PhD or EdD or equivalent qualification. OR (except where a School/discipline has an approved recognition, based on demonstrated disciplinary norms, that there can be no alternatives) *(1) • any one of the following:  
  - evidence of peer-reviewed independent research demonstrated to be of an equivalent standard in the discipline area  
  - evidence of professional standing, reputation and qualifications demonstrated to be of an equivalent standard in the discipline area  
  - completion of a higher degree at Masters level or substantial progress towards a doctoral degree in the discipline area  
  - for Indigenous staff members whose duties involve cultural activity which prioritises Indigenous knowledges and practices requiring community cultural recognition: evidence of such recognition plus completion or near completion of a postgraduate degree or substantive experience in some branch of Indigenous studies/education. | • Completion of a PhD or EdD or equivalent qualification. OR (except where a School/discipline has an approved recognition, based on demonstrated disciplinary norms, that there can be no alternatives) *(1) • any one of the following:  
  - evidence of peer-reviewed independent research demonstrated to be of an equivalent standard in the discipline area  
  - evidence of professional standing, reputation and qualifications, and a record of scholarly or professional achievement, demonstrated to be of an equivalent standard in the discipline area  
  - for Schools in the professions, completion of a higher degree at Masters level or substantial progress towards a doctoral degree in the discipline area *(2)  
  - for Indigenous staff members whose duties involve cultural activity which prioritises Indigenous knowledges and practices requiring community cultural recognition: evidence of such recognition plus a relevant higher degree or equivalent experience and progress towards a PhD. | • As for Level C. AND • Recognition of academic standing at a national or international level in the discipline area. | • As for Level D. AND • Recognition of academic standing as an eminent authority in the discipline area. AND • Distinction at the national (and where appropriate) international level. |

*(1) Register of Schools which stipulate that there is no acceptable alternative to the PhD/doctoral qualification: School of Psychology (Levels B, C, D and E)  
*(2) Register of Schools in the professions where this variation is acceptable at Level C – Flinders Law School
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<tr>
<td>• Works with support and guidance from a more senior academic.</td>
<td>• Makes an independent contribution to teaching at the discipline level.</td>
<td>• Makes a significant, wide-ranging, contribution to teaching and the practice of teaching.</td>
<td>• Makes original and innovative contributions to the advancement of teaching and scholarship of teaching.</td>
<td>• Provides leadership and fosters excellence in teaching / scholarship of teaching.</td>
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<td>• Expected to develop expertise in teaching and the scholarship of teaching, with an increasing degree of autonomy.</td>
<td>• Co-ordinates and/or leads the activities of other staff, as appropriate.</td>
<td>• Provides leadership in teaching and the scholarship of teaching at discipline/School level.</td>
<td>• Provides sustained leadership in teaching and the scholarship of teaching at discipline, School, cross-disciplinary and University levels and, where appropriate, at the national level.</td>
<td>• Makes original, innovative and distinguished contributions to scholarship and teaching.</td>
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<td>• Contributions to teaching may be primarily at undergraduate and graduate diploma level.</td>
<td>Relevant activities may include but are not limited to:</td>
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<tr>
<td></td>
<td>- as for Level A PLUS:</td>
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<td>- preparation and delivery of lectures, tutorials, practicals, seminars, workshops, field trips, and other forms of educational delivery;</td>
<td>- provision of teaching, assessment, student consultation, support for international teaching and internationalisation and use of innovation in teaching practices and technologies;</td>
<td>- development of international teaching delivery or collaboration;</td>
<td>- playing an active role in maintenance of academic standards and in the development of educational policy and curriculum within the discipline.</td>
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<td>- preparation and marking of student assessments;</td>
<td>- supervision of Honours programs/students and/or supervision of higher degree students;</td>
<td>- undertaking a leadership role in curriculum development and teaching methodology for topics/courses in the discipline area.</td>
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<td>- consultation with students;</td>
<td>- initiation and development of topic materials;</td>
<td>- making a distinguished personal contribution to teaching at all levels;</td>
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<td>- participation in international teaching, collaboration and internationalisation;</td>
<td>- performing an independent role in curriculum development and teaching methodology for topics/courses in the discipline area;</td>
<td>- undertaking a leadership role in international delivery and/or collaboration;</td>
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<td>- development of topic and course materials with appropriate guidance from course coordinator and/or more senior academic;</td>
<td>- evidence of reflection of practice.</td>
<td>- responsibility for curriculum development and teaching methodology for topics and programs of study / courses.</td>
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<td>- making effective use of innovations in teaching practices and technologies.</td>
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<td>Works with support and guidance from a more senior academic. Expected to develop her/his expertise in research with an increasing degree of autonomy. Relevant activities may include but are not limited to: - making an active contribution to the conduct of research and/or creative activity in the discipline; - active candidature towards a doctoral qualification.</td>
<td>Makes an independent high quality contribution to research and/or creative activity, through activities such as quality publications and external grant acquisition. Coordinates and/or leads the activities of other staff, as appropriate. Relevant activities may include but are not limited to: - as for Level A, PLUS: - making an independent contribution to research and/or creative activity in the discipline; - supervision of major Honours or postgraduate research projects; - publishing in recognised high quality publications; - attracting research grants from external sources.</td>
<td>Makes significant and original high quality contributions to research and/or creative activity, through activities such as quality publications and external grant acquisition that expand knowledge and practice in the discipline. Plays a major role or provides a significant degree of leadership in the area of research and/or creative activity. Relevant activities may include but are not limited to: - as for Level B, PLUS: - making a significant contribution to research and/or creative activity in the discipline; - undertaking an active leadership role in research and/or creative activity including, where appropriate, leadership of a research team.</td>
<td>Makes an outstanding high quality contribution to research and/or creative activity through original and innovative contributions to the advancement of knowledge in her or his discipline. Plays a significant leadership role in the School/ Faculty/ University and makes an increasing contribution to leadership at the national and/or international level consistent with her/his standing in the profession. Relevant activities may include but are not limited to: - as for Level C, PLUS: - making an outstanding contribution to research and/or creative activity in the discipline; - obtaining competitive research grants / support from sources outside of the University; - undertaking an active leadership role in research and/or creative activity in the discipline area including leadership of a large team.</td>
<td>Provides leadership at the national and/or international level in his or her discipline and fosters excellence through original, innovative and distinguished contributions to research and creative activity. Makes a contribution to the University’s research agenda commensurate with her/his standing in the profession and as a Professor of the University. Relevant activities may include but are not limited to: - as for Level D, PLUS: - making a distinguished contribution to research and/or creative activity in the discipline; - a sustained track record of obtaining competitive research grants / support from sources outside of the University; - providing leadership and expertise to foster the research and/or creative activity within the discipline, school and/or related disciplines, including leadership of a large team; - development of research policy; - providing leadership and expertise to foster collaborative links across the University, with industry and with other institutions as appropriate.</td>
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- supervision of major Honours or postgraduate research projects;
- publishing in recognised high quality publications;
- attracting research grants from external sources.
### Level A (Associate Lecture)

- Undertakes administrative activities which primarily relate to the School.
- Participates (normally at a limited level) in professional activities within the profession and/or community which draws upon the staff member’s University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University.

Relevant activities may include but are not limited to:
- active participation in School/Faculty meetings, representing the discipline/School on School/Faculty committees;
- undertaking administrative responsibilities at the School/ Faculty level (e.g. as Director of Studies);
- active participation in discipline/School-level external quality assurance/regulatory/ accreditation processes;
- administrative functions related to the teaching of individual topics;
- active membership of appropriate professional association(s);
- liaison and development of relationships with external organisations (e.g. regarding work placements and other beneficial collaborations);
- assisting with the development and maintenance of effective industry/ community/ government relationships and partnerships (local or international);
- topic and minor course coordination.

### Level B (Lecturer)

- Undertakes administrative activities which primarily relate to the School.
- Engages in activities, within a relevant external professional domain and within a wider community context at local, national or international level, which draws upon the staff member’s University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University.

Relevant activities may include but are not limited to:
- active participation in School/Faculty meetings, representing the discipline/School on School/Faculty committees;
- undertaking administrative responsibilities at the School/ Faculty level (e.g. as Director of Studies);
- active participation in discipline/School-level external quality assurance/regulatory/ accreditation processes;
- administrative functions related to the teaching of individual topics;
- active membership of appropriate professional association(s);
- liaison and development of relationships with external organisations (e.g. regarding work placements and other beneficial collaborations);
- assisting with the development and maintenance of effective industry/ community/ government relationships and partnerships (local or international);
- topic and minor course coordination.

### Level C (Senior Lecturer)

- Contributes to administrative activities of the School and/or Faculty.
- Engages in activities, within a relevant external professional domain and within a wider community context at local, national or international level, which draws upon the staff member’s University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University.

Relevant activities may include but are not limited to:
- active participation in School/Faculty meetings, representing the discipline/School on School/Faculty committees;
- undertaking administrative responsibilities at the School/ Faculty level (e.g. as Director of Studies);
- active participation in discipline/School-level external quality assurance/regulatory/ accreditation processes;
- administrative functions related to the teaching of individual topics;
- active membership of appropriate professional association(s);
- liaison and development of relationships with external organisations (e.g. regarding work placements and other beneficial collaborations);
- assisting with the development and maintenance of effective industry/ community/ government relationships and partnerships (local or international);
- topic and minor course coordination.

### Level D (Associate Professor)

- Contributes to leadership and managerial activities of the School, Faculty and University.
- Engages in activities, within a relevant external professional domain and within a wider community context at local, national or international level, which draws upon the staff member’s University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University.

Relevant activities may include but are not limited to:
- active participation in School/Faculty meetings, representing the discipline/School on School/Faculty committees;
- undertaking administrative responsibilities at the School/ Faculty level (e.g. as Director of Studies);
- active participation in discipline/School-level external quality assurance/regulatory/ accreditation processes;
- administrative functions related to the teaching of individual topics;
- active membership of appropriate professional association(s);
- liaison and development of relationships with external organisations (e.g. regarding work placements and other beneficial collaborations);
- assisting with the development and maintenance of effective industry/ community/ government relationships and partnerships (local or international);
- topic and minor course coordination.

### Level E (Professor)

- Provides leadership and fosters excellence in administration and management within School, Faculty and University.
- Makes a significant contribution to the discipline and/or profession within a relevant external professional domain and within a wider community context at local, national and international level, which draws upon the staff member’s University-related professional profile and which enhance the reputation, strategic engagement and/or income of the University.

Relevant activities may include but are not limited to:
- active participation in School/Faculty meetings, representing the discipline/School on School/Faculty committees;
- undertaking administrative responsibilities at the School/ Faculty level (e.g. as Director of Studies);
- active participation in discipline/School-level external quality assurance/regulatory/ accreditation processes;
- administrative functions related to the teaching of individual topics;
- active membership of appropriate professional association(s);
- liaison and development of relationships with external organisations (e.g. regarding work placements and other beneficial collaborations);
- assisting with the development and maintenance of effective industry/ community/ government relationships and partnerships (local or international);
- topic and minor course coordination.