

## Schedule A: Academic Staff Qualifications and Equivalence Framework

(Approved by Academic Board on 19 July 2016)

This Schedule is made pursuant to the Course Design and Delivery Procedure.

1. Staff with responsibilities for academic oversight or teaching and supervisory roles in courses or units will have appropriate qualifications or equivalent experience as set out in **Table 1** (except as specified in clause 2 below). Such roles involve the exercise of academic judgement and include conducting classes or seminars, online course delivery or facilitation, summative assessment and laboratory demonstration.
2. Staff without appropriate qualifications or experience may teach components of a course under the supervision of staff with appropriate qualifications or experience where they are employed:
  - a. as professional specialists to meet particular education needs
  - b. to teach as part of their career development or
  - c. to teach in emergent academic disciplines and a plan to support their development, with appropriate timelines, is implemented.
3. The criteria set out in Table 1 are applied in the context of the discipline and relevant course learning outcomes. The criteria may be varied or added to by the Faculty Board for particular courses as appropriate for the discipline or for individual staff members provided staff can demonstrate equivalence of professional or practiced-based experience (with reference to AQF criteria) and are equipped to meet students' educational needs.
4. Decisions about the equivalence of experience of staff are made by heads of academic units or associate heads teaching and learning (as nominees) on the advice of senior member/s of academic staff with expertise in the relevant discipline as appropriate.
5. Evidence to support decisions about equivalence of experience under clause 4 might relate to (but is not limited to):
  - a. experience in professional, business or creative or other practice-based roles requiring high order judgement and the provision of expert advice
  - b. management of significant projects in the field
  - c. testimonials, awards or other recognition that acknowledges leadership or expertise in the field
  - d. professional qualifications, experience and standing, including participation in advisory boards and professional networks
  - e. leadership in the development of professional standards
  - f. design, creative or other practice-based technical achievements
  - g. peer reviewed and other publications in the field or other publications such as books and reports
  - h. leadership or management of research acknowledged by peers
  - i. teaching experience and success
  - j. scholarship.

## Schedule A: Academic Staff Qualifications and Equivalence Framework (continued)

**TABLE 1: Criteria for assessing appropriateness of qualifications and/or experience of staff overseeing or teaching in a course**

*NOTE RELATING TO EQUIVALENT EXPERIENCE:* The assessment of equivalent experience will be made with reference to the course learning outcomes. The number of years of experience stipulated in the Table is indicative and may be varied as appropriate for particular disciplines or professions. What is considered to be 'current experience' will depend on the pace of change in a particular discipline or profession.

Course type	Minimum qualification/experience to oversee or teach in course of this type
<b><u>Level 6</u></b> <b><i>Associate Degree;</i></b> <b><i>Advanced Diploma</i></b>	Bachelor Degree in a relevant area (AQF Level 7)  No equivalence is recognised.
<b><u>Level 7</u></b> <b><i>Bachelor Degree</i></b>	Bachelor Degree Honours, Graduate Certificate or Graduate Diploma in a relevant area (AQF Level 8)  <b>OR</b> Bachelor Degree in a relevant area (AQF Level 7)  <b><u>PLUS EITHER:</u></b> (a) Typically 5 years current relevant professional, creative or other practice-based experience in a role/s requiring advanced knowledge, highly developed skills and independent planning and management of people, processes and/or projects  <b>OR</b> (b) Typically 5 years current experience successfully teaching a course in a related area at Level 7 or above informed by scholarship in the discipline and teaching and learning practice.
<b><u>Level 8</u></b> <b><i>Graduate Certificate;</i></b> <b><i>Graduate Diploma;</i></b> <b><i>Bachelor Degree</i></b> <b><i>Honours (coursework</i></b> <b><i>units)</i></b>	Masters Degree (Coursework), (Extended) or (Research) in a relevant area (AQF Level 9)  <b>OR</b> Bachelor Degree Honours, Graduate Certificate or Graduate Diploma in a relevant area (AQF Level 8)  <b><u>PLUS EITHER:</u></b> (a) Typically 5 years current relevant professional, creative or other practice-based experience in a role requiring specialised knowledge, expertise and independent high-level planning and management of people and/or complex processes/projects  <b>OR</b> (b) Typically 5 years current experience successfully teaching a course in a related area at Level 8 or above informed by substantial scholarship in the discipline and teaching and learning practice.

Course type	Minimum qualification/experience to oversee or teach in course of this type
<p><b><u>Level 8</u></b>  <b><i>Bachelor Degree Honours (research methods units and supervision of research project)</i></b></p>	<p>Masters Degree (Research) in a relevant area (AQF Level 9)</p> <p><b>OR</b></p> <p>Masters Degree (Coursework) or (Extended) (AQF Level 9) or Bachelor Degree Honours (AQF Level 8) in a relevant area</p> <p><b><u>PLUS</u></b></p> <p>Current research experience in a relevant area equivalent to Master Degree (Research), to be determined with reference to evidence that might include independently peer-reviewed publications, research-related awards or prizes, professional reports, body of creative or other practice-based work and/or expert commentary.</p>
<p><b><u>Level 9</u></b>  <b><i>Masters Degree (Coursework) or (Extended) or coursework components of Masters Degrees (Research)*</i></b></p>	<p>Doctoral Degree (Research) or (Professional) in a relevant area (AQF Level 10)</p> <p><b>OR</b></p> <p>Masters Degree (Coursework), (Extended) or (Research) (AQF Level 9)</p> <p><b><u>PLUS EITHER:</u></b></p> <p>(a) For coursework components, extensive current experience practising as an expert in the relevant profession</p> <p><b>OR</b></p> <p>(b) For research and research training components, current research experience in a relevant area equivalent to a Doctoral Degree, to be determined with reference to evidence which might include independently peer-reviewed publications, research-related awards or prizes, professional reports, body of creative work and/or expert commentary.</p>
<p><b><u>Level 10</u></b>  <b><i>Doctoral Degree (Research) or (Professional) coursework components*</i></b></p>	<p>Doctoral Degree (Research) or (Professional) in a relevant area (AQF Level 10)</p> <p><b>OR</b></p> <p>Masters Degree (Coursework), (Extended) or (Research) (AQF Level 9)</p> <p><b><u>PLUS EITHER:</u></b></p> <p>(a) For coursework components, extensive current experience practising as an expert in the relevant profession</p> <p><b>OR</b></p> <p>(b) For research projects (in addition to HDR theses) or research training components, current research experience in a relevant area equivalent to a Doctoral Degree to be determined with reference to evidence which might include independently peer-reviewed publications, research-related awards or prizes, professional reports, body of creative work and/or expert commentary.</p>

\* The qualifications required for supervisors of higher degree by research theses are specified in the [Higher Degrees by Research \(HDR\) Supervision Procedure](#).