



Title: Recognition of equivalence of professional experience in academic staff qualification policy¹
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Policy overview

All current and prospective students and staff of Morling College are entitled to know what constitutes equivalent of professional experience in academic staff qualifications

Policy purpose

The purpose of this policy is to provide the guidelines and criteria for professional experience equivalence to the Australian Qualifications Framework (AQF) Standard for academic staff to ensure that Morling College complies with TEQSA Provider Course Accreditation Standards, Higher Education Standards Framework (Threshold Standards 2011) that:

4.2 The higher education provider ensures that staff who teach students in the course of study:

- are appropriately qualified in the relevant discipline for their level of teaching (qualified to at least one AQF qualification level higher than the course of study being taught or with equivalent professional experience).

Scope of the Policy

This policy applies to Morling College Faculty of Education academic staff teaching students enrolled in coursework units or courses, and their teaching agent, the National Institute for Christian Education.

LEGISLATION (taken from the University of Canberra)

¹ Adapted from University of Canberra and MIT policies.

National standards, policy and legislation on which this criteria and guidelines are based are:

- Australian Qualifications Framework Second Edition January 2013
- Commonwealth of Australia Tertiary Education Quality and Standards Agency Act 2011
- Commonwealth of Australia Tertiary Education Quality and Standards Agency Act 2011 Higher Education Standards Framework (Threshold Standards)2011

Criteria

Although academic staff will normally have the requisite level of qualification i.e. one level above the degree being taught,, without the need to rely on professional experience to demonstrate equivalence, it is recognised that the education courses require a combination of experience and qualifications to achieve expert-level professional standards.

Academic staff in the Faculty of Education are assessed on a combination of formal qualifications and professional experience. They must have formal qualifications to at least the same level as that being taught and also a number of years of professional experience in education.

Professional experience, normally considered as years of teaching, will only be used to assess one Qualification Standards level above that being taught.

The criteria below provide the guidelines for the level of qualification and equivalence of professional experience for teaching at AQF Level 9, Master Degree courses.

1. Level 10 Doctorate by research or coursework
2. Level 9 qualification i.e. Masters degree and enrolment in a relevant doctoral program with five years of teaching experience; or
3. Level 9 qualification i.e. a Masters degree with at least five years of teaching experience

The Faculty Dean is responsible for employment of academic staff and therefore must be satisfied that the professional experience, as evidenced by the academic staff member, will fulfil the expectations and equivalence of AQF+1.

Additional Considerations

- Occasional guest lecturers will be exempt from the requirement to being AQF+1 but must be able to bring a level of knowledge and expertise which will add value to the teaching of the relevant discipline area.
Supervising teachers who support students on their practicum and may assess those aspects of a student's learning, but are not responsible for unit coordination or content delivery.

- Academics who have taught in the same discipline for at least 10 years, at the same level or higher, with Morling College or another Higher Education provider.
- There may be other circumstances not covered by these guidelines and in such cases the Dean of Education will need to put the case and obtain approval from the Academic Dean. Any case submitted for approval must be evidence-based and document how the appropriate level of skills, knowledge and the application of skills and knowledge as specified in the AQF for that level.