


POLICY		
Ref. to Legislative Frameworks: HESF2021: Standard 3.2 / 3.3 / 4.2 / 5.3 / 6.3 SRTO2015: Standard 1.3 / 1.4 / 1.14 -1.25	Academic Staff Scholarship	
Version: 2.3	Policy Owner: Academic Board	Issued on: 09/03/2023 Review by: 09/03/2025

Revision History

Current Version	Description of Change	Policy Developer(s)	Effective Date
2.3	Updated to HESF 2021 and renamed the policy to "Scholarship" to focus on scholarship. Updated references. Included new definition on discipline.	Compliance Manager and Academic Dean	09/03/2023
2.2	Updated the layout to be consistent with the current template of policies and procedures Updated references to the recently published frameworks and other organisational aspects	Quality Assurance Support Officer	25/01/2018

PURPOSE

This policy is intended to develop a culture of scholarship within Academies Australasia Polytechnic (AAPoly).

POLICY STATEMENT

With the commitment to providing the best teaching and learning experience for students, it is imperative that all teaching staff maintain the currency of their qualifications, knowledge of contemporary developments in their discipline or field and industry experience in their relevant discipline areas. Teaching staff must be equipped for their roles with skills in contemporary teaching, learning and assessment principles relevant to their discipline, modes of delivery and the needs of particular student cohorts. Teaching staff will be supported in their professional development plans and scholarship which contribute to the quality of their teaching at AAPoly.

SCOPE

This policy applies to all higher education academic staff employed by AAPoly.

DEFINITIONS

Professional Development	The process by which individuals increase their understanding and knowledge, and/or improve their skills and abilities, to perform better in their current positions or to prepare themselves for a position to which they can realistically aspire in the near future.
Scholarship	The extent to which an academic demonstrates his/her grasp of current subject knowledge in theoretical underpinnings, contemporary literature as well as new research in the respective field and utilisation of that knowledge to advance his/her teaching and learning.
Discipline	Represents the field of Education in accordance with the Australian Standard Classification of Education .

POLICY

1. Each academic staff member (regardless of tenure) must commit to and agree with the Heads of Academic Departments at least an annual professional development plan to maintain an active engagement with industry, update as necessary their qualifications and participate in activities that inform their teaching and learning, including scholarship related to discipline.
2. Sessional teaching staff members seeking re-appointment must demonstrate that they have maintained the currency of their qualifications, vocational competencies

and industry engagements. In relation to their engagement as academic staff at AAPoly, their professional development schedule needs to be relevant to the unit(s) or subject(s) they are teaching at AAPoly.

3. AAPoly provides support including financial support (within the limits of its resources), for professional development activities on a case-by-case basis.
4. Permanent teaching staff members may undertake approved internal and external professional development during office hours or be eligible for time in lieu if it takes place outside their normal working hours. The arrangement of professional development schedule shall be underpinned by the relevance and urgency to the teaching responsibilities, as well as the cost effectiveness.
5. Sessional teaching staff members will be eligible for remuneration if they are invited in writing by AAPoly to an approved specific professional development activity and accept the invitation accordingly. Other professional development activities carried out by sessional teaching staff members which are generally required to maintain their currency of qualifications, disciplinary scholarship, vocational competencies and industry engagement should be self-funded.
6. Academic leaders who are supervising teaching staff or in academic administration are also expected to be progressive in their discipline areas, informed with contemporary developments in their practice, active in professional development and contributing to an institutional climate of scholarship.

RESPONSIBILITIES

- Academic Board is responsible for developing and maintaining this policy.
- Academic Dean is responsible for communicating this policy Associate Dean (Education).
- Associate Dean (Education) is responsible for the implementation of this policy through the relevant procedure.

FEEDBACK

Queries or feedback about this policy should be directed to the Academic Dean through academicdean@aapoly.edu.au. The Dean will respond to the written question or feedback within two (2) weeks from the receipt, unless an extenuating circumstance requires an immediate response or action. The feedback and subsequent outcome will be documented in the version register which will form a part of quality assurance and continuous improvement of AAPoly.

References

Source	Document Title
Internal	Academic Staff Scholarship Procedure
	AAPoly Academic Scholarship Framework
	AAPoly Staff Handbook
	Staff Recruitment and Selection Policy and Procedure
External	Higher Education Standards Framework (Threshold Standards) 2021
	National Code of Practice for Providers of Education and Training to Overseas Students
	TEQSA Guidance Note: Scholarship